



Board of Regents

SECOND QUARTERLY MEETING

April 24, 2015 ~ 9:00 am (CDT)

*Mass Media & Technology Hall
Cornelius A. Martin Regents Room*



WESTERN KENTUCKY UNIVERSITY

Board of Regents – Second Quarterly Meeting

Friday, April 24, 2015 ~ 9:00 a.m. (CDT)

Mass Media & Technology Hall ~ Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Mr. J. David Porter, Chair*)
 - Roll Call (*Dr. Melissa B. Dennison, Secretary*)
 - Comments / Announcements (*President Gary A. Ransdell*)
 - Approval of Minutes (*Chair Porter*)
 - First Quarterly Meeting – January 23, 2015
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1. ACADEMIC AFFAIRS COMMITTEE (*Dr. Phillip W. Bale*)

Action Items:

- AA-1 Approval of a Graduate Certificate in Psychiatric Mental Health Nurse Practitioner [pp 1-4]
 - AA-2 Approval of a Graduate Certificate in Emergency Nurse Practitioner [pp 5-7]
 - AA-3 Approval of a Graduate Certificate in Intercollegiate Athletic Administration [pp 8-11]
 - AA-4 Approval of a Undergraduate Certificate in Interdisciplinary Patient Navigator [pp 12-16]
 - AA-5 Approval of a Minor in Neuroscience [pp 17-20]
 - AA-6 Approval of a Minor in Clinical and Community Behavioral Health [pp 21-25]
 - AA-7 Approval of Emeriti Appointments [p 26]
 - AA-8 Approval of Bachelor of Science in Civil, Electrical, and Mechanical Engineering [pp 27-69]
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2. FINANCE AND BUDGET COMMITTEE (*Mr. John W. Ridley*)

Action Items:

- FB-1 Acceptance of the NCAA Agreed-Upon Procedures Report [p 1 and attached report]
 - FB-2 Acceptance of the WKYU-TV and WKYU-FM Radio Audits [p 2 and attached reports]
 - FB-3 Acceptance of the 2nd Quarter Statement of Revenue and Expenditures [pp 3-4]
 - FB-4 Approval of Personnel Actions [p 5 and attached reports]
 - Faculty [pp F1-F29]
 - Staff [pp S1-S20]
 - FB-5 Approval of the 2015-16 Tuition and Fees Schedule [pp 6-10]
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3. STUDENT AFFAIRS COMMITTEE (*Dr. Melissa B. Dennison*)

Action Item:

SA-1 Approval of the Student Government Association Resolution Supporting Student Fee for New Parking Structure [pp 1-3]

4. EXECUTIVE COMMITTEE (*Mr. J. David Porter*)

Action Items:

EX-1 Acceptance of the University's 2016-2022 Six-Year Capital Plan [pp 1-3]

*EX-2 Approval of the Purchase of 1840 Russellville Road Property [p 4-6]

Information Items:

- Enrollment Report (*Dr. Brian Meredith*)
 - President's Evaluation (*Chair Porter*)
 - Appointment of Nominating Committee (*Chair Porter*)
 - Higher Ed Funding Model (*CPE President, Bob King*)
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5. OTHER BUSINESS

- Commencement ~ May 15-16
 - Finance and Budget Committee Meeting ~ May 29
 - Special Budget Approval Meeting and Committee Meetings ~ June 26
 - Retreat ~ July 23
 - Third Quarterly Meeting ~ July 24
 - Opening Convocation ~ August 21
 - Committee Meetings ~ September 25
 - Governor's Conference on Postsecondary Education Trusteeship ~ September 28-29
 - Fourth Quarterly Meeting ~ October 23
 - Homecoming ~ November 7
 - Committee Meetings ~ December 11
 - Commencement ~ December 12
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6. ADJOURNMENT



Board of Regents
2014-2015 Committee Membership

EXECUTIVE COMMITTEE

Mr. J. David Porter, Chair
Mr. Frederick A. Higdon, Vice Chair
Dr. Phillip W. Bale
Dr. Melissa B. Dennison
Mr. John W. Ridley
AC Rep – Deborah Wilkins

ACADEMIC AFFAIRS COMMITTEE

Dr. Phillip W. Bale, Chair
Dr. Barbara G. Burch
Dr. Melissa B. Dennison
Ms. Cynthia Harris
Ms. Janet “Nicki” Taylor
AC Rep – Provost Gordon Emslie

FINANCE AND BUDGET COMMITTEE

Mr. John W. Ridley, Chair
Mr. Frederick A. Higdon
Mr. Gillard B. Johnson
Mr. James Kennedy
Mr. Laurence J. Zielke
AC Rep – Ann Mead

STUDENT AFFAIRS COMMITTEE

Dr. Melissa B. Dennison, Chair
Dr. Barbara G. Burch
Ms. Cynthia Harris
Mr. James Kennedy
Ms. Janet “Nicki” Taylor
AC Reps – Howard Bailey and Bryan Russell



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Board of Regents

ACADEMIC AFFAIRS
Agenda Items

April 24, 2015

Mass Media and Technology Hall
Cornelius A. Martin Regents Room

**GRADUATE CERTIFICATE
PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER**

REQUEST:

Approval of a new Graduate Certificate in Psychiatric Mental Health Nurse Practitioner through the School of Nursing in the College of Health and Human Services.

FACTS:

The Psychiatric Mental Health Nurse Practitioner (PMHNP) requires specific preparation for evaluation and treatment of acute and chronic mental health problems and psychiatric disorders in patients across the lifespan. The WKU School of Nursing currently offers a Master of Science in Nursing with a Psychiatric Mental Health Nurse Practitioner concentration in conjunction with the University of Louisville. WKU recently hired faculty with psychiatric mental health credentials and thus it is now possible to offer the PMHNP specialty courses at WKU. The curriculum for this certificate is established by the National Organization of Nurse Practitioner Faculty (NONPF) and endorsed by the Commission on Collegiate Nursing Education accrediting body. Independent Practice competencies of the NONPF Psychiatric-Mental Health Nurse Practitioner requires that the PMHNP prepare nurse assess the impact of acute and chronic medical problems, which includes differential diagnoses for mental health problems and psychiatric disorders, along with demonstrating best practices of family approaches to care.

Advance Practice Registered Nurses who complete this certificate will specialize in assessing, treating, and managing acute and chronic mental health problems and psychiatric disorders in patients across the lifespan; and be eligible to sit for PMHNP board certification. The curriculum for the PMHNP certificate requires a total of 17 credit hours.

Course	Title	Credit Hours
NURS 507	Psychiatric Nurse Practitioner Assessment	1
NURS 523	Psychiatric Nurse Practitioner I	3
NURS 524	Psychiatric Nurse Practitioner I Clinical	2
NURS 525	Psychiatric Nurse Practitioner II	3
NURS 526	Psychiatric Nurse Practitioner II Clinical	2
NURS 511	Psychiatric Nurse Practitioner III	1
NURS 527	Psychiatric Nurse Practitioner III Internship	5

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Summer 2015. Current Psychiatric Mental Health Nurse Practitioner Faculty are sufficient.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Graduate Certificate in Psychiatric Mental Health Nurse Practitioner.

MOTION:

Approval to establish a Graduate Certificate in Psychiatric Mental Health Nurse Practitioner.

Proposal to Create a New Certificate Program – Post MSN Certificate – Psychiatric Mental Health Nurse Practitioner (PMHNP)
College of Health and Human Services
School of Nursing

Contacts: Lynette Smith, lynette.smith@wku.edu, 5-3487; Beverly Siegrist, Beverly.siegrist@wku.edu, 5-3490

1. Identification of program:

- 1.1 Program title: Post MSN Certificate: Psychiatric Mental Health Nurse Practitioner (PMHNP)
- 1.2 Required hours in program: 17
- 1.3 Special information: This certificate is intended to provide the master's or doctoral prepared Advance Practice Registered Nurse (APRN) with theory and practical applications related to the Psychiatric Mental Health Nurse Practitioner (PMHNP) specialty as identified by the National Organization of Nurse Practitioner Faculty (NONPF). The curriculum is built upon NONPF competencies and the American Nurses Credentialing Commission (ANCC) requirements for advanced specialty certification.
- 1.4 Catalog description: The Psychiatric Mental Health Nurse Practitioner (PMHNP) certificate is for Advance Practice Registered Nurses (APRNs) who have completed a master's degree or higher in nursing and desire to pursue a non-degree course of study that leads to eligibility to take a national Psychiatric Mental Health Nurse Practitioner (PMHNP) certification examination. The post-masters certificate is 17 credit hours. Before applying to this certificate please contact Lynette.Smith@wku.edu.
- 1.5 Classification of Instructional Program Code (CIP):

2. Learning outcomes of the proposed certificate program:

- 1..1 Conducts thorough and appropriate comprehensive psychiatric assessments demonstrating use of critical thinking to generate differential diagnoses for patients across the lifespan who are experiencing common mental health problems and psychiatric disorders.
- 2.1 Diagnoses and manages common acute and chronic mental health problems and psychiatric disorders with the application of evidence-based psychotherapy and psychopharmacology practice guidelines for patients across the lifespan.
- 3.1 Describes and analyzes developmental issues for patients across the lifespan, psychotherapeutic modalities, psychopharmacology, psychoeducation, primary prevention, and evaluation of treatments.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: PMHNPs require specialty preparation for evaluation and treatment of acute and chronic mental health problems and psychiatric disorders in patients across the lifespan. The focus of this certificate is specific to APRN practice and the role of the PMHNP that includes psychotherapeutic modalities, psychopharmacology, psychoeducation, primary prevention, and evaluation and maintenance of acute and chronic mental health problems and psychiatric disorders in patients across the lifespan.
 - The curriculum for this certificate is established by the National Organization of Nurse Practitioner Faculty (NONPF) and endorsed by our accrediting body, the Commission on Collegiate Nursing Education (CCNE). Independent Practice Competencies of the NONPF Psychiatric-Mental Health Nurse Practitioner Competencies requires that the PMHNP prepared nurse assess the impact of acute and chronic medical problems, which includes differential

diagnoses for mental health problems and psychiatric disorders, along with demonstrating best practices of family approaches to care.

- 3.2 Relationship of the proposed certificate program to other programs now offered by the department:
 - This certificate does not duplicate other Post MSN certificates currently offered by the School of Nursing.
 - WKU School of Nursing currently offers a Master of Science in Nursing (MSN) Psychiatric Mental Health Nurse Practitioner (PMHNP) concentration in conjunction with the University of Louisville (U of L). A recent program revision is in process to bring the PMHNP specialty courses back to WKU; therefore, specialty courses will be in place to offer the post-MSN PMHNP certificate at WKU.

- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: No other departments offer a post-masters certificate in PMHNP.

- 3.4 Projected enrollment in the proposed certificate program: 6-12 students annually.

- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): A review of WKU benchmark and regional universities found that the following universities offer a PMHNP certificate:
 - University of Louisville
 - University of Kentucky
 - Vanderbilt University
 - University of South Alabama
 - University of South Mississippi
 - Eastern Kentucky University
 - Northern Kentucky University

- 3.6 Relationship of the proposed certificate program to the university mission and objectives: This certificate provides APRNs with an advanced specialty education to serve the Commonwealth and the nation, contribute to the WKU mission to "...provide lifelong learning opportunities for students, faculty, and other constituents." APRNs who complete this certificate will specialize in assessing, treating, and managing acute and chronic mental health problems and psychiatric disorders in patients across the lifespan; and be eligible to sit for PMHNP board certification.

Admission Criteria:

Applicants for the post-master’s certificate must meet the following admission requirements

1. MSN degree from a CCNE or ACEN accredited nursing program.
2. GPA – 3.0 on a 4.0 scale.

The following application materials needs to be submitted to the Graduate School:

3. Submit a copy of your professional license(s):
Current and unencumbered APRN and RN license in Kentucky or compact state.
4. If applicant has an undergraduate degree from an international university outside of the U.S. or if English is the applicant’s second language, submit appropriate TOFEL scores (policy established by the Graduate School).
5. Submit a WKU application for admission with appropriate fee.
6. Provide official transcripts of all undergraduate and higher education coursework.

7. Provide three (3) professional references. If graduated from a BSN program within three (3) years of application, one (1) reference must be from a faculty of your program.
8. Submit a typed, 1-2 page goal statement.
9. Submit a resume highlighting past education, relevant clinical experience, scholarly endeavors and professional service.
 - (a) Document one (1) year of full time RN and/or APRN clinical experience.
 - (b) Document at least one (1) year of experience working with people with psychiatric-mental health conditions.
10. Successfully complete an interview with graduate faculty (scheduled upon completion of above.)

4. Curriculum:

The curriculum for the PMHNP certificate consists of 17 hours of course work.

- NURS 507 Adv. Psych NP Assessment – 1 credit hour
- NURS 523 Adv. Psych NP I – 3 credit hours
- NURS 524 Adv. Psych NP I Clinical – 2 credit hours
- NURS 525 Adv. Psych NP II – 3 credit hours
- NURS 526 Adv. Psych NP II Clinical – 2 credit hours
- NURS 511 Adv. Psych NP III – 1 credit hour
- NURS 527 Adv. Psych NP III Internship – 5 credit hours

5. Budget implications:

Proposed method of staffing: Current Psychiatric Mental Health Nurse Practitioner (PMHNP) Faculty

6. Proposed term for implementation: Summer 2015

7. Dates of prior committee approvals:

School of Nursing Graduate Committee	<u>10/09/2014</u>
CHHS Graduate Curriculum Committee	<u>10/20/2014</u>
Graduate Council	<u>11-13-14</u>
University Senate	<u>12-11-14</u>

**GRADUATE CERTIFICATE
EMERGENCY NURSE PRACTITIONER**

REQUEST:

Approval of a new Graduate Certificate in Emergency Nurse Practitioner through the School of Nursing in the College of Health and Human Services.

FACTS:

Emergency care is not a required content area in advanced nursing practice despite the reality that primary practice settings for many Nurse Practitioners (NP) are the emergency department, critical access hospital, and other urgent care settings. Until recently the additional skills required to safely diagnose and treat patients presenting for care in emergency/urgent care settings were added based upon the individual NPs job description. Three occurrences have resulted in the need for this certificate:

- The National Organization of Nurse Practitioner Faculty adopted competencies for Emergency Nurse Practitioners as recommended for NPs in this practice area.
- The American Nurses Credentialing Commission introduced an Advanced Practice Specialty Certification: Emergency Nurse Practitioner designation for NPs in the areas of adult, child and family population foci who practice in these areas. This specialty credential requires specific education through a course(s) and/or continuing education related to the specialty plus 2000 practice hours in one of the specific settings.
- The Kentucky Board of Nursing, issued a 2014 opinion statement limiting Advance Practice Nurse Practitioners practice related to certain procedures in the emergency/urgent care setting.

The proposed certificate prepares nurses for all aspects of acute care practice and is based on competencies identified by the profession. The curriculum requires a total of 12 credit hours.

Course	Title	Credit Hours
NURS 515	Advanced Pharmacology	4
NURS 650	Emergency/ Urgent Care I	2
NURS 651	Emergency/ Urgent Care Clinical I	2
NURS 652	Emergency/ Urgent Care II	2
NURS 653	Emergency/ Urgent Care Clinical II	2

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Fall 2015. Current Nurse Practitioner Faculty are qualified, with support from part-time adjunct faculty as appropriate.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Graduate Certificate in Emergency Nurse Practitioner.

MOTION:

Approval to establish a Graduate Certificate in Emergency Nurse Practitioner.

Graduate Certificate Program - Create New

College: College of Health and Human Services

Department: School of Nursing

Contact: Beverly Siegrist beverly.siegrist@wku.edu 53490; Eve Main Eve.main@wku.edu

1. Identification of program:

- 1.1 Program title: Post MSN Certificate: Emergency Nurse Practitioner
- 1.2 Required hours: 12
- 1.3 Program Description: This certificate is intended for family, adult, and pediatric nurse practitioners currently practicing in emergency departments, critical access hospitals, and urgent care settings, the opportunity to develop skills and competencies identified by the National Organization of Nurse Practitioner Faculty (NONPF) as essential for in these practice settings. The curriculum is built upon the NONPF competencies and the American Nurses Credentialing Commission (ANCC) requirements for advanced specialty certification.
- 1.4 Classification of Instructional Program Code (CIP):

2. Learning outcomes of the proposed certificate program:

- 2.1 Analyze professional role of the nurse practitioner (NP) in emergency department/urgent care settings including legal and ethical factors.
- 2.2 Use current evidence-based knowledge to diagnose and manage illnesses, injuries, and health concerns of patients in the ED/UC settings.
- 2.3 Safely perform skills and procedures to build competencies needed for the specialty of emergency nurse practitioner.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: Nurse practitioners (adult, child, family) practice in many settings. Basic education for NPs prepares the practitioner to diagnose and treat conditions in primary care settings related to the patient population focus. Emergency care is not a required content area advanced practice despite the reality that a primary practice setting for many NPs is the emergency department, critical access hospital, and urgent care setting. Until recently the additional skills required to safely diagnose and treat patients presenting for care in emergency/urgent care settings were added based upon the individual NPs job description. Three occurrences have resulted in the need for this certificate.
 - NONPF has adopted competencies for Emergency Nurse Practitioners as recommended for NPs in this practice area.
 - ANCC has introduced an Advanced Practice Specialty Certification: Emergency Nurse Practitioner designation for NPs in the areas of adult, child and family population foci who practice in these areas. This specialty credential requires specific education through a course(s) and/or continuing education related to the specialty plus 2000 practice hours in one of the specific settings.
 - The Kentucky Board of Nursing, issued a 2014 opinion statement limiting APRN practice related to certain procedures in the emergency/urgent care setting.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: This certificate does not duplicate other Post MSN Certificates currently offered by the School of Nursing. The curriculum includes one course currently taught in the FNP program, NURS 515 Advanced Pharmacology, all other courses are new and developed for this certificate.

- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: This certificate must be offered by nursing according to current discipline specific educational requirements. There are no certificates such as this one in the School of Nursing.
- 3.4 Projected enrollment in the proposed certificate program: 10-15 per year
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): University of Kentucky and University of Louisville offer acute care nurse practitioner programs. This prepares nurses for all aspects of acute care practice and is based upon this and other competencies identified by the profession. Vanderbilt offers a post-masters certificate which focuses on emergency care in large trauma hospitals.
- 3.6 Relationship of the proposed certificate program to the university mission and objectives: This certificate provides continued education for nurse practitioners serving the Commonwealth and the nation, contributing to the WKU mission to "...provide lifelong learning opportunities for students, faculty, and other constituents." The nurse practitioners who complete this certificate will increase career opportunities, and develop new skills needed to improve the health and well-being of the patients and families they serve.

4. Admission Criteria:

- Submission of admission materials to include a current resume, goal statements, three references on form provided.
- Completion of MSN program with a specialty in Family Nurse, Pediatric, or Adult Nurse Practitioner.
- Proof of national certification in specialty
- Hold an unencumbered APRN license in KY or state of residence
- One year of experience as NP

5. Curriculum:

The curriculum consists of 12 hours of course work. The pharmacology course requirement may be transferred from an accredited nursing program if successfully completed within the past 6 years and provided documentation of update through continuing education.

- NURS 515 Advanced Pharmacology - 4 credits
- NURS 650 Emergency/Urgent Care I – 2 credits
- NURS 651 Emergency/Urgent Care Clinical I – 2 credits
- NURS 652 Emergency/Urgent Care II – 2 credits
- NURS 653 Emergency/Urgent Care Clinical II – 2 credit hours

6. Budget implications: May require the employment of part-time adjunct individuals for specialty content as appropriate. Current NP faculty may co-teach selected content.

7. Term of implementation: Fall 2015

8. Dates of committee approvals:

School of Nursing Graduate Committee	<u>9/18/2014</u>
CHHS Graduate Curriculum Committee	<u>10/20-14</u>
Graduate Council	<u>11-13-14</u>
University Senate	<u>12-11-14</u>

**GRADUATE CERTIFICATE
INTERCOLLEGIATE ATHLETIC ADMINISTRATION**

REQUEST:

Approval of a new Graduate Certificate in Intercollegiate Athletic Administration through the School of Kinesiology, Recreation, and Sport in the College of Health and Human Services.

FACTS:

Professionals with qualifications and skills related to the administration of intercollegiate athletics programs are extremely employable. The Bureau of Labor Statistics' Office of Occupational Statistics and Employment predicts employment of postsecondary athletic administrators to grow by 19 percent from 2012 to 2022, much faster than the average for all occupations. The proposed certificate in Intercollegiate Athletic Administration is designed in response to industry standards, trends, and needs. This certificate provides a mechanism for more specialized training for entry-level and experienced professionals alike. The certificate courses in facilities/events, student-athlete development, governance, and compliance are specifically focused on unique job competencies that will allow graduates to be more competitive in a dynamic, diverse, and competitive job market. This certificate program will provide distance-learning opportunities for both full and part-time students.

The proposed certificate courses adhere to the values and priorities of our two partnering organizations, the National Association for Collegiate Directors of Athletics (NACDA) and the National Association of Athletic Compliance (NAAC). Students pursuing the certificate will automatically become associate-student members of these organizations and eligible for the NAAC Compliance Education Certification program. The proposed certificate curriculum requires a total of 12 credit hours.

Course	Title	Credit Hours
RSA 538	Facility and Event Security Management	3
RSA 554	Student-Athlete Development	3
RSA 556	Governance in Intercollegiate Athletics	3
RSA 558	Compliance in Intercollegiate Athletics	3

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Fall 2015. This certificate program will be operated through WKU's Division of Extended Learning and Outreach and offered in a 100% on-line format. The certificate program is comprised of four existing courses that are taught by Kinesiology, Recreation, and Sport faculty.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Graduate Certificate in Intercollegiate Athletic Administration.

MOTION:

Approval to establish a Graduate Certificate in Intercollegiate Athletic Administration.

**College of Health and Human Services
Department of Kinesiology, Recreation, and Sport
Proposal to Create a New Certificate Program**

Contact Persons: Evelyn Oregon, Ph.D., evelyn.oregon@wku.edu, (270) 745-2080

1. Identification of program:

- 1.1 Program title: Intercollegiate Athletic Administration
- 1.2 Required hours in program: 12 hours
- 1.3 Special information: This graduate certificate is intended for students desiring to enhance their skills and experiences related to the administration of intercollegiate athletic programs.
- 1.4 Catalog description: This graduate certificate is focused on the essential skills and knowledge needed for employment in the dynamic field of intercollegiate athletic administration. This 12-credit hour certificate requires the completion of the following courses: RSA 538 Facility and Event Security Management, RSA 554 Student-Athlete Development, RSA 556 Governance in Intercollegiate Athletics, and RSA 558 Compliance in Intercollegiate Athletics.
Admission Requirements: Please refer to the university admission requirements for graduate students found in the Graduate Admission section of this catalog.

- 2. Objectives of the proposed certificate program:** Professionals with qualifications and skills related to the administration of intercollegiate athletics programs are extremely employable. Intercollegiate athletics professionals are experiencing an increased emphasis on continuing education and training. This certificate will be extremely attractive for students who are beginning or continuing careers in the intercollegiate athletics discipline. The 100% online program format will allow the Department of Kinesiology, Recreation, and Sport to reach out to this potential student population and strengthen one of the largest graduate programs at WKU.

Certificate Objectives:

- Conceptualize the history of intercollegiate athletics and governing bodies.
- Describe and analyze the broad scope of the Constitution and Operating Bylaws of the National Intercollegiate Athletic Association (NCAA).
- Demonstrate competency related to the general principles governing the ethical conduct, recruiting, amateurism, eligibility (academic and general requirements) of intercollegiate athletics and the National Collegiate Athletic Association (NCAA).
- Analyze developmental, academic, and multicultural issues associated with collegiate student-athletes
- Assess the social, legal, ethical, economic, political and educational influence of governmental bodies on intercollegiate athletics
- Describe and analyze the core competencies necessary to develop an ethical, integrity-based, compliant, intercollegiate athletic program.
- Analyze the structural organization of intercollegiate athletics within the framework of higher education.
- Demonstrate multiple ways to enhance event and facility management at the collegiate level.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: The Bureau of Labor Statistics' Office of Occupational Statistics and Employment predicts employment of postsecondary athletic administrators to grow by 19 percent from 2012 to 2022, much faster than the average for all occupations. The proposed certificate in Intercollegiate Athletic Administration is designed in response to industry standards, trends, and needs. This certificate provides a mechanism for more specialized training for entry-level and experienced professionals alike. The certificate courses in facilities/events, student-athlete development, governance, and compliance are specifically focused on unique job competencies that will allow graduates to be more competitive in a dynamic, diverse, and competitive job market. This certificate program will provide distance-learning opportunities for both full and part-time students.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: The certificate program courses are already offered as part of the online Master of Science in Recreation and Sport Administration with a concentration in Intercollegiate Athletic Administration. The degree program and certificate will be supported by an external agreement with the National Association for Collegiate Directors of Athletics (NACDA) and the National Association of Athletic Compliance (NAAC). This certificate is modeled after the extremely successful certificate in Facility and Event Management that was created in partnership with the International Association of Venue Managers (IAVM) in 2011.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: There are no similar certificate programs offered by other departments at WKU.
- 3.4 Projected enrollment in the proposed certificate program: 20-25 students in the initial cohort in Fall 2015
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): This graduate certificate program is truly cutting edge and unique. We could find no evidence of similar certificates at another university.
- 3.6 Relationship of the proposed certificate program to the university mission and objectives: The purpose of this certificate program is to create more marketable professionals with qualifications and skills in intercollegiate athletic administration. These certificate courses adhere to the values and priorities of our two partnering organizations, the National Association for Collegiate Directors of Athletics (NACDA) and the National Association of Athletic Compliance (NAAC). Students pursuing the certificate will automatically become associate-student members of those organizations and will be eligible for the NAAC Compliance Education Certification program. Other benefits of membership include exceptional professional development opportunities and a vast network of intercollegiate athletics professionals. The proposed certificate aligns with the WKU Strategic Plan by creating highly skilled and engaged graduates that can compete for the best jobs in their fields around the globe. Online course delivery will allow for local, regional, national, and international marketing. The certificate will be attractive to past, current, and future students and will, therefore, positively impact graduate enrollment at WKU.

4. Curriculum: The 12-credit hour certificate will include the following four courses:

RSA 538 - Facility and Event Security Management (3 credits)
RSA 554 - Student-Athlete Development (3 credits)
RSA 556 – Governance in Intercollegiate Athletics (3 credits)
RSA 558 – Compliance in Intercollegiate Athletics (3 credits)

5. **Budget implications:** None. This certificate program will be operated through WKU’s Division of Extended Learning and Outreach (DELO) and supported by an external agreement with the National Association for Collegiate Directors of Athletics (NACDA) and the National Association of Athletic Compliance (NAAC).

6. **Proposed term for implementation:** Fall 2015

7. **Dates of prior committee approvals:**

KRS Department	<u>2/10/2014</u>
CHHS Graduate Curriculum Committee	<u>9/15/2014</u>
Graduate Council	<u>11-13-14</u>
University Senate	<u>12-11-14</u>

**UNDERGRADUATE CERTIFICATE
INTERDISCIPLINARY PATIENT NAVIGATOR**

REQUEST:

Approval of a new Undergraduate Certificate in Patient Navigator through the College of Health and Human Services.

FACTS:

This patient navigator certificate is on the cutting edge in health care educational programs. The patient navigator position is recently being implemented to cut healthcare costs, reduce healthcare access disparities, and provide a more patient centered healthcare system, and patient navigators have demonstrated practice effectiveness in several studies in various healthcare settings (Burhansstipanov, 2010; Christie, 2008, Chen, 2008, Han, 2009, and Wang, 2010). Graduates with the patient navigator skills developed with this certificate program will help meet the need identified by health care administrators in the state of Kentucky and across the US. Students may be drawn to WKU for this certificate as salaries for this position range from \$34,000 - \$50,000/year. No similar certificate programs in Kentucky or within our benchmark institutions were identified.

The Interdisciplinary Patient Navigator Certificate will prepare students in the health care professions to effectively assist diverse clients to locate appropriate healthcare services, participate in healthcare decision-making, and understand medical vernacular and processes in the healthcare system. This program prepares students in the health care professions by increasing understanding of both the complexity of the US healthcare system and the diverse barriers and strengths of rural healthcare clients. Legal and ethical issues in healthcare provision are examined. Students completing this certificate will be prepared to work with patients in healthcare or community settings at all stages of the healthcare process including preventative care, maintaining a healthy lifestyle; diagnosis, treatment, and disease management; and adjustment to chronic illness or sometimes end of life.

The proposed undergraduate certificate requires 19-23 credit hours, and the course requirements include:

Course	Title	Credits
HIM 100	Health Data Content and Structure	4
AH 290	Medical Terminology	2
HIM 291	Advanced Medical Terminology	2
HIM 292	Pharmacology & Laboratory Diagnostics	2
HCA 340	Health Care Organization and Management	3
Legal Issues	Select from: HIM 225, SWRK 375, SWRK 433, or PH 447	2-3
Collaboration	Select from: SWRK 357, NURS 400, or COMM 440	3
Cultural Competency	Select from: CD 200, NURS 321, SWRK 330, or HCA 347	1-3

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Fall 2015. Current faculty will support the proposed certificate as currently envisaged, however if enrollment growth exceeds expectations additional resources will need to be requested.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Undergraduate Certificate in Interdisciplinary Patient Navigator.

MOTION: Approval to establish an Undergraduate Certificate in Interdisciplinary Patient Navigator.

College of Health and Human Services

Dean's Office

Proposal to Create a New Certificate Program

Contact Person: Patricia Desrosiers, patricia.desrosiers@wku.edu (270) 745-4557

1. Identification of program:

- 1.1 Program title: Interdisciplinary Patient Navigator Certificate
- 1.2 Required hours in program: 19-23 depending on chosen courses
- 1.3 Special information: This interdisciplinary certificate program will be administered by the College of Health and Human Services.
- 1.4 Catalog description: The Interdisciplinary Patient Navigator Certificate will prepare students in the health care professions to effectively assist diverse clients to locate appropriate healthcare services, participate in healthcare decision-making, and understand medical vernacular and processes in the healthcare system. This program prepares students in the health care professions by increasing understanding of both the complexity of the US healthcare system and the diverse barriers and strengths of rural healthcare clients. Legal and ethical issues in healthcare provision are examined. Students completing this certificate will be prepared to work with patients in healthcare or community settings at all stages of the healthcare process including preventative care, maintaining a healthy lifestyle; diagnosis, treatment, and disease management; and adjustment to chronic illness or sometimes end of life. One of the required courses--HIM 100-- has additional requirements of 1) Liability Insurance, 2) Immunizations, 3) Drug Screen, 4) Criminal Background Check, 5) Professional Organization Membership. Some of these requirements may be met in other professional programs, and your Certificate Advisor can assist you with determining if the requirements are met. These requirements will cost about \$150 in most cases. The certificate requires 19-23 credit hours and requires the following core courses: CORE--HIM 100, AH 290, HIM 291, HIM 292, HCA 340, AND 1 course from EACH of the following 3 categories: (1) Legal Issues—HIM 225, SWRK 375, SWRK 433, or PH 447 (2) Collaboration—SWRK 357, NURS 400, or COMM 440, (3) Cultural Competency—CD 200, NURS 321, SWRK 330, HCA 347. Courses that apply to the certificate must be completed with a grade of “C” or better.
- 1.5 Classification of Instructional Program Code (CIP): 51.9999

2. Learning outcomes of the proposed certificate program:

Students completing the Interdisciplinary Patient Navigator Certificate will:

- Assist patients in navigating the complex US health care system.
- Enhance patients' health literacy and interpret health care information to meet patient needs.
- Practice effective cross cultural communication strategies with diverse patients.
- Coordinate patient care including appointment scheduling, care conferences, and encouraging interdisciplinary collaboration.
- Address barriers to healthcare access including physical, emotional, and financial ones.
- Adhere to professional boundaries in the navigator/patient relationship.
- Protect the confidentiality and privacy of patient information including HIPAA.
- Understand and utilize an effective ethical decision making model.
- Support positive patient changes in health behavior.
- Understand medical terminology and medical records content and structure.
- Provide emotional support and assistance during all phases of the healthcare process.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: The New Emerging Health Care Professions Committee was created by Dean Bonaguro in response to community requests for new programs. As an interdisciplinary group charged with exploring the possible options for new program creation, the committee relied on a literature review, a public roundtable event, and current programming at CHHS to guide them. The committee determined that the proposed interdisciplinary patient navigator certificate meets the needs of the citizens of Kentucky, the healthcare industry, and WKU health professions students as well as the mission of the CHHS.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: There are currently no certificates housed at the dean's office.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: The Communication Sciences and Disorders Department in CHHS offers a Cross Cultural Communication in Health Care Certificate. This certificate is interdisciplinary in nature and it focuses on preparing students to create, administer, and participate in language access programs in health care facilities. Their focus is on patients with limited English proficiency. The Interdisciplinary Patient Navigator Certificate is much broader in scope focusing on ensuring access and engagement of all health care patients in their care regardless of cultural background or English proficiency. While we include those clients as part of our population, any patient accessing healthcare services will be served by our graduates. CD 200 (Cross Cultural Communication in Health Care Encounters) in the CSD Cross Cultural Communication in Health Care Certificate is listed as meeting one of our requirements.
- 3.4 Projected enrollment in the proposed certificate program: Year: 15, Students from social work, public health, nursing, health information management, and health sciences are the targeted students to be enrolled. The established need for graduates with this skill set was demonstrated during the Roundtable Session where multiple health care administrators shared they prefer to hire graduates with this specific skill set already in place.
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): This patient navigator position on the cutting edge in health care. This is a new position that is only recently being implemented to cut healthcare costs, reduce healthcare access disparities, and provide a more patient centered healthcare system, and patient navigators have demonstrated practice effectiveness in several studies in various healthcare settings (Burhansstipanov, 2010; Christie, 2008, Chen, 2008, Han, 2009, and Wang, 2010). Graduates with the patient navigator skills developed with this certificate program will help meet the need identified by health care administrators in the state of Kentucky and across the US. Students may be drawn to WKU for this certificate as salaries for this position range from \$34,000 - \$50,000/year. No similar certificate programs in Kentucky or within our benchmark institutions were identified. There is an online Patient Navigator Training Collaborative which is free for Colorado residents, but costly for those residing outside Colorado (about \$400 per course.) For Level 2 patient navigators (the equivalent of our certificate) there are ten courses, nine of which are face-to-face. Cost of the courses (\$4,000) plus travel to Colorado for nine face-to-face courses (multiple trips including multiple overnight stays) would make this program cost prohibitive for most Kentucky residents. (<http://patientnavigatortraining.org/>)
- 3.6 Relationship of the proposed certificate program to the university mission and objectives: "Western Kentucky University (WKU) prepares students of all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society. The University provides research, service and lifelong learning opportunities for its students, faculty, and other constituents. WKU enriches the quality of life for those within its reach." (<http://www.wku.edu/about/>)

This proposed certificate program meets the university mission by offering an evidence-based and specialized skill set that will enhance the student's ability to easily engage in a productive employment position in a healthcare setting. The selected health care position will enhance the quality of life for not only the student engaged in this work, but also citizens receiving these services throughout Kentucky and the United States. The certificate program curriculum will help emphasize the WKU strategic plan objectives by preparing students for lifelong learning and success by expanding student learning and opportunities for employment and by enhancing life of not only students as they become employable immediately following graduation but also the clients the patient navigators will serve as a result of completing this certificate program.

4. Curriculum:

No new courses are proposed for this certificate.

**PROPOSED INTERDISCIPLINARY PATIENT NAVIGATOR UNDERGRADUATE
CERTIFICATE**

Courses for the certificate may also meet the requirements for other degree Programs. This certificate may be completed in as little as 19 or as many as 23 hours of credit.

- I. Navigator Core Courses (All 13 hours required)**
 - HIM 100 Health Data Content and Structure (4 hours)
 - AH 290 Medical Terminology (2 hours)
 - HIM 291 Advanced Medical Terminology (2 hours)
 - HIM 292 Pharmacology & Laboratory Diagnostics (2 hours)
 - HCA 340 Health Care Organization and Management (3 hours)

- II. Legal Issues in Health Care (Choose 1 or Advisor Approved Selection)**
 - HIM 225 Legal Issues in Health Information Management (2 hours)
 - SWRK 375 Social Work Practice I (3 hours)
 - SWRK 433 Ethical Issues and Dilemmas in Social Work (3 hours)
 - PH 447 Human Values and the Health Sciences (3 hours)

- III. Collaboration in Healthcare (Choose 1 or Advisor Approved Selection)**
 - SWRK 357 Case Management (3 hours)
 - NURS 400 Nursing Leadership and Management (3 hours)
 - COMM 440 Health Communication (3 hours)

- IV. Cultural Competency (Choose 1 or Advisor Approved Selection)**
 - CD 200 Cross Cultural Health Care Encounters (1 hour)
 - NURS 321 Transcultural Nursing (2 hours)
 - SWRK 330 Human Behavior in the Social Environment I (3 hours)
 - HCA 347 International Comparisons of Health Care Systems (3 hours)

**NEUROSCIENCE
UNDERGRADUATE MINOR**

REQUEST:

Approval of a new undergraduate minor in Neuroscience offered through the Psychological Sciences Department in the Ogden College of Science and Engineering.

FACTS:

Some of the most important recent scientific discoveries have come from the study of neuroscience, a multidisciplinary field at the intersection of brain and behavior that incorporates tools and perspectives from molecular and cellular biology, genetics, physiology, pharmacology, chemistry and biochemistry, computer modeling, and behavioral and cognitive psychology. Data from the Society for Neuroscience indicate that the number of graduate and undergraduate programs in neuroscience has grown dramatically over the last twenty years. In response to the growing demand for training in this field, the Department of Psychological Sciences proposes to offer WKU students an interdisciplinary minor in neuroscience.

The proposed minor contributes to WKU’s mission by offering students an opportunity to complete coursework that focuses on the scientific study of the brain and behavior. The minor will have a significant impact on the intellectual level of undergraduate students by increasing their scientific literacy and helping them gain critical thinking skills. It will also help the university strengthen several key initiatives, such as developing interdisciplinary programs and training a diverse group of future scientists in important STEM disciplines. The Neuroscience minor will be attractive to students who are majoring in a wide variety of disciplines: the knowledge gained from neuroscience research is used in fields as diverse as education, marketing, communication, and medicine.

The minor in Neuroscience requires 21 total credit hours, with 6 credit hours of core courses and an additional 15 credit hours in electives.

Core Courses	Course Title	Credit Hours
PSYS 360	Behavioral Neuroscience	3
BIOL 335	Neurobiology	3

Of the 15 credit hours of electives, at least one course must be taken in each of Biology and Psychological Sciences.

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Implementation date will be Fall 2015. Required courses are currently being taught on a regular basis by existing faculty.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the undergraduate minor in Neuroscience.

MOTION:

Approval to establish an undergraduate minor in Neuroscience.

Ogden College of Science and Engineering
Department of Psychological Sciences
Proposal to Create a New Minor Program

Contact Person: Sharon Mutter, sharon.mutter@wku.edu, 5-4389

1. Identification of program:

1.1 Program title: Neuroscience

1.2 Required hours in minor program: 21

1.3 Special information:

This interdisciplinary minor draws on courses offered by the Department of Psychological Sciences, the Department of Biology, the Department of Chemistry, and the Department of Philosophy. The minor will be administered in the Department of Psychological Sciences.

1.4 Catalog description:

The minor in Neuroscience offers students the opportunity to study the intersection of brain and behavior in a manner that incorporates tools and perspectives from the psychological and biological sciences, and related disciplines. This minor will be an attractive option for students who are (1) planning to pursue advanced study in any of several fields related to neuroscience, including psychology, biology, medicine, counseling, or social work or (2) seeking relevant training for jobs related to the assessment, rehabilitation, and treatment of brain damage, brain diseases, and addiction.

The minor in Neuroscience requires a minimum of 21 credit hours of coursework. This includes 6 hours of required courses and an additional 15 credit hours in electives. Students must take PSYS 100 and BIOL 120/121 prior to beginning their coursework in the minor (some courses available for the minor may have additional prerequisites). Students who are majoring or minoring in Psychological Science or Biology may apply no more than six hours of major or minor course work in these areas to the minor in Neuroscience.

1.5 Classification of Instructional Program Code (CIP): 30.1001

2. Rationale:

2.1 Reason for developing the proposed minor program:

Some of the most important recent scientific discoveries have come from the study of neuroscience, a multidisciplinary field at the intersection of brain and behavior that incorporates tools and perspectives from molecular and cellular biology, genetics, physiology, pharmacology, chemistry and biochemistry, computer modeling, and behavioral and cognitive psychology. Data from the Society for Neuroscience indicate that the number of graduate and undergraduate programs in neuroscience has grown dramatically over the last twenty years. In response to the growing demand for training in this field, the Department of Psychological Sciences proposes to offer WKU students an interdisciplinary minor in neuroscience.

2.2 Projected enrollment in the proposed minor program:

We anticipate that enrollment in the program will initially be around 20 students per year, but will grow to around 50 students as the program matures.

- 2.3 Relationship of the proposed minor program to other programs now offered by the department: Neither the Department of Psychological Sciences nor the Department of Biology offers a major or minor in Neuroscience. However, the Biology department currently offers a minor in Biology and the Psychological Sciences department is proposing a new minor in Psychological Science. The proposed minor in Neuroscience includes courses that are prerequisites for the major and minor in each of these disciplines as well as one required course and three elective courses that could be used to satisfy the remaining requirements for these programs. Students majoring or minoring in Psychological Science or Biology will only be allowed to count six credit hours from their major or minor toward the minor in Neuroscience. This will still offer motivated WKU students the option of completing dual minors in Neuroscience and Psychological Science or Neuroscience and Biology.
- 2.4 Relationship of the proposed minor program to other university programs: Other than the relationship of the proposed minor to programs in Psychological Science and Biology discussed in 2.3 above, there are no programs at WKU that are similar. The proposed minor will therefore complement many programs at WKU, especially those in psychological science, biology, psychology, sociology, and various health-related pre-professional programs.
- 2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): Many universities now offer either a major or minor in Neuroscience. An undergraduate major or minor in Neuroscience or a related area is offered at the following KY universities: Morehead (pending approval by SACSCOC), NKU, and UK. Additionally, eight of our benchmark universities offer a major, a minor, or both in Neuroscience or a related field. There is broad overlap in the content the proposed program with the curriculum of these programs.
- 2.6 Relationship of the proposed minor program to the university mission and objectives: The proposed minor program contributes to WKU's mission by offering students an opportunity to complete coursework that focuses on the scientific study of the brain and behavior. The minor will have a significant impact on the intellectual level of undergraduate students by increasing their scientific literacy and helping them gain critical thinking skills. It will also help the university strengthen several key initiatives, such as developing interdisciplinary programs and training a diverse group of future scientists in important STEM disciplines.

3. Learning outcomes of the proposed minor:

Upon completion of the minor in Neuroscience, students will:

- Understand basic concepts in biology and psychology that serve as the foundation of the scientific study of brain, mind, and behavior
- Understand the organization of the nervous system and its relation to mind and behavior
- Appreciate the interdisciplinary nature of the field of neuroscience
- Use critical thinking skills to judge the scientific merit of original neuroscience research and its representation in the media
- Communicate effectively about neuroscience in written and oral form

4. Curriculum:

The minor in Neuroscience requires a minimum of 21 credit hours of coursework. This includes 6 hours of required courses and an additional 15 credit hours in electives. Students must earn a grade of C or better in all courses applied toward the minor. Students must take PSYS 100 and BIOL 120/121 prior to beginning their coursework in the minor. Students who are majoring in Biology or Psychological Science may apply no more than six hours of their major course work to the minor.

The following courses are required (6 hours):

- PSYS 360 Behavioral Neuroscience (3 hours)
- BIOL 335 Neurobiology (3 hours)

At least 15 credit hours may be selected from the following courses. Students must choose at least 1 course each from Biology and Psychological Sciences. Note that some of these courses have prerequisites beyond those required by the minor.

- PSYS 331 Psychology of Learning (3 hours)
- PSYS 333 Cognitive Psychology (3 hours)
- PSYS 363 Sensory and Perceptual Systems (3 hours)
- PSYS 462 Neuroscience of Learning and Memory (3 hours)
- PSYS 465 Psychopharmacology (3 hours)
- BIOL 319 Introduction to Molecular and Cell Biology
- BIOL 327 Genetics (3 hours)
- BIOL 334 Animal Behavior (3 hours)
- BIOL/CHEM 446 Biochemistry (3 hours)
- PHIL 332 Philosophy of Mind: Minds and Machines (3)

Though not required for the minor, students are strongly encouraged to obtain research experience in topics related to neuroscience. There are several laboratories in the Psychological Science, Biology, and Chemistry departments that offer research opportunities to undergraduate students. For more information on research laboratories and opportunities, students should review the websites of faculty in these departments.

- 5. Budget implications:** The minor will be offered using courses that are currently taught by faculty in Ogden College of Science and Engineering and Potter College of Arts and Letters.
- 6. Proposed term for implementation:** Fall 2015
- 7. Dates of prior committee approvals:**

Department of Psychological Sciences	9/5/2014
Ogden College Curriculum Committee	11/6/2014
Undergraduate Curriculum Committee	12/9/2014
University Senate	1/29/2015

**CLINICAL AND COMMUNITY BEHAVIORAL HEALTH
UNDERGRADUATE MINOR**

REQUEST:

Approval of a new undergraduate minor in Clinical and Community Behavioral Health offered through the Psychology Department in the College of Education and Behavioral Sciences.

FACTS:

The proposed minor in Clinical and Community Behavioral Health pertains to a central aspect of the Department of Psychology’s vision, which is to offer and produce programs that produce practitioner-scholars effectively prepared to serve the Commonwealth of Kentucky and surrounding regions. The program focuses on contributing to the preparation of practitioners in the mental health field in conjunction with the overall shortage nationally of behavioral health practitioners as identified by the U.S. Department of Health and Human Services (DHHS), Health Resources and Services Administration (HRSA). This shortage is especially strong in Kentucky. As of January 1, 2015, the U.S. DHHS HSRA cited 98 counties in Kentucky as having shortages of mental health providers and classified them as Health Professional Shortage Areas in the discipline of mental health.

The minor in Clinical and Community Behavioral Health is an interdisciplinary minor that contributes to the preparation of students who are interested in careers in the mental health field and human services sector. Though the majority of course work for the minor is from Psychology, the department is collaborating with other departments (i.e., Counseling and Student Affairs, Family and Consumer Sciences, Gerontology, Recreation, and Social Work) to offering this interdisciplinary minor in Clinical and Community Behavioral Health.

The proposed minor requires 21 total credit hours, with coursework from four categories

Category	Credits
Introductory - Psychology	3
Introductory – Discipline Related	6
Community Connections	3
Principles of Mental Health Requirements	9

Specific courses by category are provided in the proposal that follows.

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Implementation date will be Fall 2015. Required courses are currently being taught on a regular basis by existing faculty.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the undergraduate minor in Clinical and Community Behavioral Health.

MOTION:

Approval to establish an undergraduate minor in Clinical and Community Behavioral Health.

**College of Education and Behavioral Sciences
Department of Psychology
Proposal to Create a New Minor Program**

Contact Person: Pitt Derryberry, pitt.derryberry@wku.edu, 270-745-5250

1. Identification of program:

- 1.1 Program title: Minor in Clinical and Community Behavioral Health
- 1.2 Required hours in minor program: 21
- 1.3 Special information:

The Department of Psychology is collaborating with other departments (i.e., Counseling and Student Affairs, Family and Consumer Sciences, Gerontology, Recreation, and Social Work) in offering an interdisciplinary minor in Clinical and Community Behavioral Health. Though the majority of course work for the minor comes from Psychology, those pursuing the minor will take some courses from other departments. Representatives from each department have been consulted in developing the minor and are supportive of the minor and the inclusion of the courses identified from their respective departments.
- 1.4 Catalog description:

The minor in Clinical and Community Behavioral Health is an interdisciplinary minor that contributes to the preparation of students who are interested in careers in the mental health field and human services sector. The minor requires 21 hours, 12 of which must be from Psychology. Required coursework is distributed across four categories: Introductory – Psychology (3 hours), Introductory – Related Disciplines (6 hours), Community Connections (3 hours) and Principles of Mental Health (9 hours; 6 from Psychology).
- 1.5 Classification of Instructional Program Code (CIP): 42.2899 (i.e., Clinical, Counseling and Applied Psychology, Other)

2. Rationale:

- 2.1 Reason for developing the proposed minor program:

The minor in Clinical and Community Behavioral Health pertains to a central aspect of the Department of Psychology’s vision, which is to offer and produce programs that produce practitioner-scholars effectively prepared to serve the Commonwealth of Kentucky and surrounding regions. With the minor’s interdisciplinary focus on contributing to the preparation of practitioners in the mental health field in conjunction with the overall shortage nationally of behavioral health practitioners (see U.S. Department of Health and Human Services, Health Resources and Services Administration [2013]; <http://hpsafind.hrsa.gov/HPSASearch.aspx>), the minor in Clinical and Community Behavioral Health can make an important contribution to WKU Strategic Goal 3: Improve the quality of life of our communities. Furthermore, this minor contributes to two of the subgoals of Principle 5 of the American Psychological Association’s (APA) Standards for Quality Undergraduate Education in Psychology (i.e., *Policy makers and the general public need to understand why psychological literacy is necessary for informed citizens in an effective workforce*) in that it will help students to “apply psychological content and skills to career goals” and “develop meaningful professional direction for life after graduation.”
- 2.2 Projected enrollment in the proposed minor program.

It is anticipated that this minor will enroll at least 25 – 30 students per graduating cohort.

2.3 Relationship of the proposed minor program to other programs now offered by the department:
The Department of Psychology currently offers one minor in Psychology. This minor provides a general overview of Psychology and exposes the student to important theories and paradigms. The minor in Clinical and Community Behavioral Health is different in that its focus is specifically on applied areas within Psychology and relevant disciplines, is interdisciplinary, and has an emphasis on preparation for work in the mental health field.

2.4 Relationship of the proposed minor program to other university programs:
The Department of Psychological Science recently received approval for a minor in Psychological Science. According to information obtained from the proposal for the minor in Psychological Science, “The Psychological Science minor focuses students on becoming more engaged and critical consumers of the science underlying psychology through courses informed by current research and practice in the scientific study of individual and collective behavior, the physical and environmental bases of behavior, and the analysis and treatment of behavioral problems.” The minor in Clinical and Community Behavioral Health is different in that its focus is specifically on applied areas within Psychology and relevant fields, is interdisciplinary, and has an emphasis on preparation for work in the mental health field.

There are other minors that pertain to various areas within mental health. These include minors in Social Work, Gerontology, Child Studies, and Family Studies. The minor in Clinical and Community Behavioral Health is different from these minors in that it is interdisciplinary. As such, it has a broader and more general scope and focuses on preparation for practice in community and clinical human service organizations whereas the aforementioned minors concentrate on a specific discipline.

2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):
None of the 7 public institutions in Kentucky offer a similar minor. However, Northern Kentucky offers a major in Counseling and Human Services, and Lindsey Wilson offers a major in Human Services and Counseling. One institution among WKU’s 18 benchmarks offers a similar minor. Specifically, Ball State University offers a minor in Community Health Education. This program includes courses in health science, health education, as well as an internship with a governmental or voluntary health agency. Three benchmark institutions offer majors that are similar in focus. East Tennessee State University offers a major in Human Services. Northern Illinois offers a major in Health and Human Sciences. Ohio University offers a major in Human Services Technology.

A handful of similar minors exist at other institutions in the United States as noted below:

- The University of South Florida (USF) offers a minor in Behavioral Healthcare. As noted on USF’s website “Behavioral health problems, including mental illness and substance abuse, are among the greatest public health challenges facing our communities. New, scientifically based treatment approaches are available to treat and prevent many of these behavioral health issues. Students will be exposed to these treatment approaches as well as to issues in the organization, financing, delivery, and outcomes of behavioral health services. The emphasis of the curricula is on those empirically validated methods of service delivery within the context of current funding, policies, and trends.”

- Canisius University offers a minor in clinical/counseling psychology. According to Canisius' website, "The Clinical/counseling psychology minor is for individuals planning careers in psychology, social work, or counseling education and is open to majors and non-majors with the needed prerequisites. Students learn about the therapeutic services provided in counseling centers, independent or group practices, hospitals or clinics."
- The University of Nevada Las Vegas (UNLV) offers a minor in Human Services. According to UNLV's website, "The Human Services minor provides broad training in understanding human behavior and in interpersonal and helping skills to provide services in a wide array of contexts."

2.6 Relationship of the proposed minor program to the university mission and objectives: Those pursuing this minor will become better prepared to serve the mental health field and human services sector. The minor will produce citizens who are more psychologically literate; a major principle of the APA Standards for Quality Undergraduate Education in Psychology. The availability of this minor contributes to WKU's mission, which states that "WKU prepares students to be productive, engaged, and socially responsible citizen leaders of a global society." With the minor's focus on contributing to the preparation of practitioners in the mental health field in conjunction with the overall shortage nationally of behavioral health practitioners (see U.S. Department of Health and Human Services, Health Resources and Services Administration [2013]; <http://hpsafind.hrsa.gov/HPSASearch.aspx>), the minor in Clinical and Community Behavioral Health can make an important contribution to WKU Strategic Goal 3: Improve the quality of life of our communities.

3. Learning outcomes of the proposed minor:

Those completing this minor will:

- Be better prepared for a career in the mental health field and human services sector.
- Gain greater awareness of major psychological theories and paradigms of relevance in the mental health field and human services sector.
- Demonstrate an understanding of different types of mental health and human service organizations including roles of professionals, range of services offered, and organizational values.
- Describe the helping process and characteristics of effective helpers.
- Describe legal and ethical issues that impact organizations and professionals.
- Develop and espouse the concept of psychologically literate citizens.

4. Curriculum:

The minor requires 21 hours, 12 of which must be from Psychology. The minor will consist of coursework from four categories: Introductory – Psychology, Introductory – Related Disciplines, Community Connections, and Principles of Mental Health. Requirements in these categories are as follows:

Required Introductory – Psychology (3 hours): Choose from

- PSY 100 – Introduction to Psychology
- PSY 220 – Developmental Psychology
- PSY 250 – Psychology of Adjustment

Required Introductory – Related Disciplines (6 hours from separate fields): Choose from Counseling and Student Affairs

- CNS 110 – Human Relations

Family and Consumer Sciences

- FACS 191 – Child Development
- FACS 297 – Family, Community, and Early Childhood Program Partnerships

Social Work

- SWRK 101 – Foundations of Human Services
- SWRK 205 – Introduction to Social Work

Gerontology

- GERO 100 – Introduction to the Aging Experience

Recreation Administration

- REC 220 – Understanding Nonprofit Sector

Required Community Connections (3 hours): *Choose from*

- PSY 390 – Field Experience in Psychology
- PSY 470 – Psychology and the Law
- PSY 345 – Foundations of Clinical and Community Behavioral Health
- SWRK 326 – Services for Older Americans
- SWRK 356 – Services for Juvenile Offenders
- SWRK 436 – Services to Children

Principles of mental health: (9 hours; at least 6 must be from Psychology): *Choose from*

- PSY 355 – Issues in Cross-Cultural Psychology
- PSY 412 – Psychology of Motivation and Emotion
- PSY 422 – Adolescent Psychology
- PSY 440 – Abnormal Psychology
- PSY 441 – Psychological Aspects of Alcoholism
- PSY 442 – Beginning Skills in Psychological Interviewing
- PSY 443 – Behavior Modification
- PSY 445 – Introduction to Clinical and School Psychology
- FACS 311 – Family Relations
- FACS 391 – Risk and Resilience
- FACS 492 – Growth and Guidance of Children
- FACS 494 – Parenting Strategies
- FACS 495 – Family and Relationship Violence
- FACS 496 – Challenging Behaviors
- GERO 461 – Person-Centered Dementia Management

5. Budget implications:

The minor is comprised of courses that are regularly offered and staffed. There should be no budgetary implications.

6. Proposed term for implementation: Fall 2015

7. Dates of prior committee approvals:

Department of Psychology	<u>11/21/2014</u>
College Curriculum Committee	<u>12/2/2014</u>
Undergraduate Curriculum Committee	<u>1/26/2015</u>
University Senate	<u>2/25/2015</u>
Board of Regents	_____

**FACULTY EMERITI
APPOINTMENTS**

REQUEST:

Approval of faculty emeritus/a status for recommended individuals.

FACTS:

Listed below are faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded emeritus/a status. They have served the university for at least ten years and have had distinguished records of achievement and service at the university.

College of Education and Behavioral Sciences**Educational Administration, Leadership and Research**

Dr. Ric Keaster, Professor of Educational Administration, Leadership and Research, Emeritus

Potter College of Arts and Letters**School of Journalism and Broadcasting**

Mr. Bart White, Professor of the School of Journalism and Broadcasting, Emeritus

Music

Dr. Mitzi Groom, Professor of Music, Emerita

Ogden College of Science and Engineering**Mathematics**

Dr. Barry Brunson, Professor of Mathematics, Emeritus

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals faculty emeritus/a status.

MOTION:

Approval of faculty emeritus/a status awarded for the recommended individuals.

**BACHELOR OF SCIENCE
CIVIL, ELECTRICAL, AND MECHANICAL ENGINEERING**

REQUEST:

Approval of Bachelor of Science degree programs in Civil, Electrical, and Mechanical Engineering offered through the Engineering Department in the Ogden College of Science and Engineering.

FACTS:

On January 28, 2000 the WKU Board of Regents approved baccalaureate engineering programs at WKU, offered as joint programs with the University of Louisville (Electrical) and the University of Kentucky (Civil, Mechanical). The first WKU engineering graduates (16 of them) received their degrees in May 2004, and after this spring Commencement (with 55 engineers in the graduating class), more than 600 engineers will have graduated from the three WKU engineering programs.

Currently more than 650 engineering students are enrolled at WKU, and more than half of those are from southcentral Kentucky. Most of these students would not have chosen to attend other engineering programs in the state, so they represent a new source of technical talent in Kentucky's engineering that would not have been available to our region without the presence of WKU Engineering. With these programs, we are able to continue to grow the number of Kentucky's engineering graduates and better prepare students to contribute to the Commonwealth's economic growth, especially that of our region.

Following a recent Attorney General Opinion that KRS 164.295 allows us to offer baccalaureate degrees in engineering, WKU requested CPE approval to offer these programs and grant these degrees on our own authority. There are no changes in the curricula of the programs. The current joint degree programs are accredited by ABET, and ABET has communicated to us that they view the change to single institution (WKU) programs as something that requires only notification: "From the ABET perspective graduates of the three programs are granted degrees only by Western Kentucky University. The roles played by the University of Kentucky and the University of Louisville appear to be secondary to this fact. That is, the other universities are supportive in nature and play no roles in the certification of students' completion of each program."

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Required courses can be taught by existing WKU faculty; indeed, most already are. Implement immediately following BOR approval.

RECOMMENDATION:

President Gary A. Ransdell recommends approval to offer stand-alone Bachelor of Science degree programs in Civil, Electrical, and Mechanical Engineering.

MOTION:

Approval to establish Bachelor of Sciences degree programs in Civil, Electrical, and Mechanical Engineering.

PROPOSAL FOR NEW UNDERGRADUATE PROGRAM

Western Kentucky University
Institution Submitting Proposal

Bachelor of Science
Degree Designation as on Diploma

Civil Engineering
Electrical Engineering
Mechanical Engineering

Title of Proposed Degree Program

CIP Code	Civil (CIP #14.0801) Electrical (CIP #14.1001) Mechanical (CIP #14.1901)
Academic Unit (e.g. Department, Division, School) Name of Academic Unit Name of Program Director	Department of Engineering Ogden College of Science and Engineering Dr. Julie Ellis
Intended Date of Implementation Anticipated Date for Granting First Degrees Date of Governing Board Approval	Fall 2015 May 2016 January 28, 2000 (Joint Degree Programs)
Name, Title and Information of Contact Person	Dr. Sylvia Gaiko Planning and Program Development, AA

Date of CPE Approval _____

A. Centrality to the Institution's Mission and Consistency with State's Goals

A program will adhere to the role and scope of the institution as set forth in its mission statement and as complemented by the institution's strategic plan.

1. List the objectives of the proposed program. These objectives should deal with the specific institutional and societal needs that this program will address.

The program objectives remain identical to those of the corresponding existing programs now operating at WKU, currently offered jointly with the University of Kentucky. These program objectives have been affirmed through ABET accreditation since the programs' inception. Although they differ slightly in form, all three programs focus on preparing competent practitioners of engineering, ready to participate in the technical challenges of the region, the Commonwealth, the nation, and the world.

Civil Engineering Program Objectives

The WKU Civil Engineering Program has three educational objectives:

Objective 1: The graduates of the civil engineering program are technically competent. They will possess a broad knowledge of the principles and fundamentals of civil engineering and their application, and thus be able to: successfully practice as professional civil engineers; pursue graduate or professional degrees; or engage in other professional careers that involve the application of the engineering method.

Objective 2: The graduates of the civil engineering program are effective team members. They will function effectively in multicultural and multidisciplinary groups in their practice of the civil engineering. They will effectively participate in the management of projects and the business of which they are a part.

Objective 3: The graduates of the civil engineering program are professional. They will perform all of their duties professionally and ethically. They will understand that what they do is a part of a larger society and will understand their part within that society. They will engage in life-long learning to continually provide themselves with the necessary skills, certifications, and licenses to effectively perform their professional duties, even if their career takes them beyond engineering and into another profession.

Electrical Engineering Program Objectives

The WKU electrical engineering program has five educational objectives:

Objective 1: Our graduates are prepared to pursue successful and productive engineering careers and are technically competent with the ability to analyze and solve electrical engineering problems.

Objective 2: Our graduates are application-oriented problem solvers, accomplishing solutions through sound engineering and economic practice.

Objective 3: Our graduates are involved in continuing professional development and lifelong learning.

Objective 4: Our graduates practice engineering in a professional manner demonstrating an awareness of legal and ethical responsibilities.

Objective 5: Our graduates have the ability to effectively communicate their ideas and designs.

Mechanical Engineering Program Objectives

The WKU mechanical engineering program has seven educational objectives grouped into three general areas:

Technical

- Our graduates demonstrate competence in the use of scientific, technical, and professional skills for the practice of mechanical engineering.
- Our graduates demonstrate the ability to identify problem causation and to implement practical, application-oriented solutions.
- Our graduates demonstrate the ability to find additional knowledge necessary to solve unfamiliar problems.

Professional

- Our graduates exhibit excellent two-way communication skills in written, oral, visual, and graphical forms with a wide variety of audiences.
- Our graduates demonstrate ethical professional behavior and a comprehension of the breadth of the engineer’s professional roles and responsibilities.

Societal

- Our graduates adapt to an ever-changing world by engaging in life-long learning and professional development activities.
- Our graduates contribute to their region’s economic development through their professional practice.

Graduates of the proposed engineering programs will receive a Bachelors of Science degree, just as graduates of the three existing engineering programs do.

2. Explain how the proposed program relates to the institutional mission and strategic plan. In preparing outstanding engineering graduates for employment and further study, in providing educational programs at a variety of levels, and in executing meaningful projects for local industry and organizations, the Department of Engineering supports the WKU Mission every way it can.

WKU Strategic Priorities

The WKU engineering programs have aligned our departmental objectives with the four strategic priorities of the university (WKU)

<i>WKU Engineering Objectives</i>	<i>related WKU Engineering goal</i>
WKU Strategic Goal 1: Foster academic excellence.	
Deliver high-quality engineering education using efficient and sustainable project-based pedagogies. (ENGR2)	Produce competent practitioners
Continuously develop and support faculty and staff. (ENGR5)	Steward our resources responsibly
WKU Strategic Goal 2: Promote a dynamic and diverse university community.	

Communicate effectively with internal and external constituencies about WKU Engineering: what we do, how we do it, our dreams, and our needs. (ENGR4)	Tell our story well
Be a good departmental citizen in our college, in our university, and in our professional and civic communities. (ENGR9)	Steward our resources responsibly
WKU Strategic Goal 3: Improve the quality of life for our communities.	
Produce competent engineering practitioners in the fields of civil, electrical, and mechanical engineering. (ENGR1)	Produce competent practitioners
Provide engineering expertise responsive to the needs of the region. (ENGR3)	Produce competent practitioners
WKU Strategic Goal 4: Support the core mission with a robust campus infrastructure.	
Raise the research profile of WKU Engineering. (ENGR6)	Produce competent practitioners
Strengthen private support for WKU Engineering. (ENGR7)	Steward our resources responsibly
Emancipate the joint programs. (ENGR8)	Tell our story well

Statewide Postsecondary Education Vision

The vision of the Kentucky Council for Postsecondary Education is: All Kentuckians will be prepared to succeed in a global economy. (Kentucky Council on Postsecondary Education)
 The engineering programs at WKU support this vision. Engineers make life better by designing systems that improve the quality of life. Manufacturing equipment, highways, bridges, robotics, and many other systems improve the quality of life of everyone in Kentucky and beyond. Focusing locally, the WKU engineering programs provide a path to better jobs and more industry in the region, stimulating more and better jobs here in South-Central Kentucky.

According to many economic development theories, engineering programs attract industries that need engineers, and high-tech businesses increase awareness and create demand for engineering programs. As the only engineering school in South-Central Kentucky, WKU has already drawn (and will continue to draw) new high-quality firms and industries to this region. Additionally, new engineering talent that is connected to this region already helps (and will continue to help) existing companies develop new capabilities and innovations. WKU Engineering and regional industry are collaborating in creating more success for South-Central Kentuckians in the global economy.

3. Explain how the proposed program addresses the state’s postsecondary education strategic agenda.

Statewide Strategic Agenda

The Mission of the CPE’s Strategic Agenda is: to deliver a world-class education to students, create and apply new knowledge, and grow the economy of the Commonwealth.

The WKU engineering programs contribute to achieving this mission through our project-based curricula that enable students to learn by doing. At WKU, we believe creating real-world projects where students complete realistic and practical engineering tasks prepare our graduates for the global marketplace and support the growth of the Kentucky economy. By the time each student graduates, he or she will have had multiple experiences of designing and building innovative products and completing engineering projects on time, within budget, to specification. At the end of their undergraduate years, our students are ready to begin engineering practice or go to graduate school. In the first 10 years of the programs, our students have completed many significant projects. They have tested concrete for several WKU buildings and for structures around the region. They have developed a controller for a submersible system used by Warren County Search and Rescue for underwater searches, and that system is now under development as a commercial product to be used in a variety of applications, including bridge inspection. With funding from the Gates Foundation and NSF, WKU engineering students collaborating with animal behaviorists from WKU Biology have developed systems to warn villagers in Africa of marauding elephants that eat their crops. Our faculty and students have developed a method for testing better and safer horse reins used at race tracks across the country.

WKU is the only U.S. university to require that all of the engineering faculty be licensed professional engineers as a condition for tenure. Our faculty are practitioners teaching practical methods of engineering. All our faculty have all done real engineering work and can transmit this knowledge to students. Licensure is not a priority for most other institutions, and this is one thing that distinguishes our program.

One of the challenges for post-secondary education cited by the CPE is that Kentucky is “47th among the 50 states in the number of science, technology, engineering, and math (STEM) degrees awarded per capita.” (Kentucky Council on Postsecondary Education) The first WKU engineering graduates received their degrees ten years ago, and since that first class, almost 500 engineers have graduated from the WKU engineering programs. Most of these students would not have chosen to attend other engineering programs in the state, so they represent a new source of technical talent in the engineering workforce.

Currently more than 600 engineering students are enrolled at WKU. The ones that graduate will be a new pool of engineers that would not have been available to our region without the presence of WKU Engineering. With these programs, we will be able to continue to grow the number of Kentucky’s engineering graduates and better prepare students to contribute to the Commonwealth’s economic growth.

The CPE’s Strategic Agenda includes 4 key policy objectives:

- College Readiness
- Student Success
- Research, Economic, and Community Development
- Efficiency and Innovation

The WKU engineering programs address three of these components of the CPE Strategic Agenda: student success; research, economic, and community development; and efficiency and innovation.

Student Success – Objective 1: To increase production and improve graduation rates at all levels.

The WKU engineering programs have produced 459 graduates since 2004 in an area deemed as high demand by the CPE. (Kentucky Council on Postsecondary Education) A significant factor in justifying the engineering programs at WKU initially was that according to the Kentucky Science and Technology 1999 Entrepreneurial Capacity Report, the Commonwealth ranked 47th in the number of scientists and engineers per capita and 45th in science and engineering graduates per capita. From 2005 to 2009 the production of science and engineering graduates increased almost 10% in Kentucky while the population of 18-24 year olds decreased slightly according to the National Science Foundation Science and Engineering Indicators 2012 report. (National Science Board) During this time period the WKU engineering programs were just beginning; since then, we have continued to grow and produce more graduates, drawing from populations that would probably not choose other programs in the state.

Student Success - Objective 3: To provide high-quality, competitive undergraduate and graduate programs that support academic achievement and program completion, a capacity and desire for life-long learning, and skills and behaviors promoting civic engagement, global awareness, and career readiness.

As presented elsewhere in this document [Student Learning Outcomes, page 3], the learning outcomes of the WKU engineering programs require that all graduates are prepared to achieve this specific objective; this objective is consistent with the ABET criteria and learning outcomes. (ABET) The WKU programs have undergone two successful ABET accreditation visits where these outcomes have been documented, reviewed, and deemed acceptable by the most significant engineering accreditation body in the world. The faculty view the items stated in the CPE objective to be valuable, and have worked diligently to make sure they are met, and the accreditation review has shown the efforts to be successful.

Efficiency and Innovation - Objective 3: To better align academic programs with the current and future needs of the Commonwealth.

As stated above under Student Success – Objective 1, the growth and number of graduates produced by the WKU Engineering program shows significant support of this objective. Graduates, their employers, and economic development professionals attest to the need for engineering programs in south-central Kentucky and to the excellent alignment of WKU's project-based approach with their requirements.

Research and Economic Competitiveness – Objective 1: To increase research and development efforts to promote innovation and economic development.

As stated specifically in the CPE document detailing this objective, the WKU Engineering program has demonstrated support through its endowment of over \$3 million through the combination of private and public support in the Bucks for Brains program. During the startup phase of the engineering programs at WKU these funds helped to develop the programs' capacity to provide these project-based curricula. As the programs have evolved, these funds are being used to develop the applied research capabilities as well.

Research and Economic Competitiveness – Objective 3: To align education, economic development, and workforce policies and programs to develop, attract, and maintain jobs.

The CPE Strategic Agenda specifically states that STEM fields are high demand areas. The WKU Engineering program is making significant contributions in producing graduates in the high demand fields, as shown in our graduation and employment information elsewhere in this document. [Student Demand, page 3 and Employer Demand, page 16]

4. Explain how the proposed program furthers the statewide implementation plan.
Statewide Strategic Implementation Plan

The statewide implementation plan (Kentucky Council on Postsecondary Education) identifies several specific areas for each program to address: funding, accountability, measurable performance, and the balance between quality and quantity.

Adequate Funding

Sustained, adequate funding in direct operating support to public postsecondary education institutions is vital to achieving statewide policy objectives and moving forward on the aggressive, long-term goals of HB 1 (1997). Increases in state funding, tuition revenue, and financial aid, as well as aggressive cost control, will be required to increase productivity and protect college access for low- and moderate-income students and families.

WKU fully supports cost control and two ways this is achieved is through scholarships for students and the Bucks for Brains program. For example, of 150 civil engineering students at WKU, approximately 20 receive Kentucky Transportation Cabinet scholarships. These are available to worthy students at every level of their studies, giving them access to productive college degrees that improve the quality of life for people in Kentucky and in this region.

Of 14 engineering faculty members at WKU, 4 hold endowed chairs or professorships which enhance teaching, research, and service. This funding, much of it through the Bucks for Brains program, allows faculty members to expand their activities well beyond what would be possible with basic program funding. An example of teaching enhancement is provided by the WKU Study Away Program. In 2012, 9 civil engineering students were able to travel to Hoover Dam, and other locations in the desert southwest to study flood control and water supply. They interacted with flood control district personnel in Arizona and Nevada and studied problems with water supply that the flood control districts have dealt with for decades. One goal of this study was to understand methods that could be used to alleviate water supply and pollution problems that now face our region. Each of these students received grants, funded by private support that made this program affordable and provided them with an unforgettable educational experience.

The support of the Engineering Program by regional businesses and donors has been phenomenal. These business people have concluded that this program is worth supporting and have opened their pocketbooks as a clear indication of the need of this program.

Accountability

Accountability in higher education is a shared responsibility that includes common goals and objectives, a division of labor, measured results, and a focus on continuous improvement. It will take a common commitment between the Council; institutional governing boards, policy leaders, faculty, and staff; Kentucky's adult education system, students, and parents; the

Governor and the General Assembly; the K-12 system; and key state agencies and stakeholders to demonstrate accountability at both the state and institution level.

One of the goals of the CPE is to increase the number of STEM degrees earned in Kentucky. The state has been underperforming in this important areas for years. According to the National Science Board, Kentucky ranks in the lowest quintile in the per capita production of science and engineering degrees, along with Alaska, Nevada, Mississippi, Arkansas, Texas, Puerto Rico, New Mexico, Oklahoma, and Louisiana. All the surrounding states produce more STEM graduates at every level than Kentucky does. Since 2004 WKU has produced 459 graduates. During that time, engineering enrollment at other state schools offering engineering degrees has remained stable. These are 468 graduates who improved the goal of increasing the number of STEM degrees earned in the Commonwealth.

Performance Metrics and Targets

A select number of state and institutional performance metrics, with negotiated targets for 2015, will help guide progress on the 2011-15 Strategic Agenda, HB 1 mandates, and other reform legislation. Other data, including various leading and lagging indicators, will be monitored to gauge improvement and assist in policy development.

The WKU Engineering Program contributes most to the Research, Economic and Community Development category of metrics. One of these is the number of degrees and credentials in science, technology, engineering, mathematics, and health-related fields. The WKU Engineering Program historically has added engineering degrees without reducing enrollment in engineering at other state institutions.

Engineering schools produce STEM degrees and attract high tech industry. This directly impacts the regional economy. Our donors have been willing to open their pocketbooks to support WKU engineering. They believe in this program. WKU Engineering will help the CPE and the state achieve its implementation plans.

Implementation Plans

The Council is directed by statute to draft an implementation plan that will be pursued collaboratively with institutional representatives and other key stakeholders over the next four years. This policy work is intended to complement, not supplant, the strategic plans approved by institutional governing boards that broadly align with the strategic agenda and allow postsecondary education institutions to achieve their unique missions.

Reporting and Benchmarking

A new Web-based performance dashboard and improvements to the Council's accountability reports will provide easy access to the data and information needed to understand absolute and relative progress on key objectives and strategies. Council and other stakeholder meetings will allow for regular updates on progress.

This relates to a CPE function and does not apply to WKU Engineering.

Incentives

As originally envisioned by HB1, strategic trust funds and various incentive programs are crucial to stimulating increases in degree production, research activity, community outreach, and workforce development. Kentucky must continue to fund proven programs like "Bucks

for Brains,” Regional Stewardship, Workforce Development, Kentucky Innovation Funds, and EPSCoR, and provide new incentives directly related to improvements in degree production.

WKU Engineering is a beneficiary of the Kentucky Bucks for Brains program. Currently, 4 of our 14 faculty hold endowed chairs or professorships. Another is imminent. These programs allow our faculty to enhance teaching, research, and service. Endowment funds have enabled students to travel for Study Away courses at very reasonable cost. Engineering Study Away courses have traveled to Hoover Dam and flood control districts in Arizona and Nevada, and to the Gulf Coast to study the effects of hurricanes.

The Bucks for Brains program enhances our research infrastructure by providing the means to acquire research equipment such as instrumentation for the Corvette Museum track, materials to help the local rescue squad acquire a submersible search robot, and to develop a testing protocol for all horse reins used at tracks across the U.S.

Bucks for Brains allows our faculty to participate in conferences, national boards, and committees that enhance the reputations of WKU, the state of Kentucky, and of our faculty.

Balancing Quality and Quantity

One of the key challenges is balancing the need for high-quality credentials that allow individuals to be successful in their work, life, and communities with the demand to increase degree production and educational attainment. Strengthening current programs and expanding new ones will help the system control costs, both for students and the state.

Engineering curricula are rigorous, but provide a great return on investment for graduates. It also provides an excellent return on investment for Kentucky because engineers are good for the economy since they design and build new products.

WKU engineering students also have the opportunity to receive minors in Systems Engineering, Land Surveying, Entrepreneurship, Floodplain Management, and Mathematics. Since 2004, more than 200 civil engineering students have achieved American Concrete Institute Grade 1 Certification, and currently 42 of our students have become nationally Certified Floodplain Managers. The state of Kentucky currently has 64 Certified Floodplain Managers. The Minor in Floodplain Management is the first in the U.S. Fifty-seven of our graduates have become licensed professional engineers serving this state and this region.

B. Program Quality and Student Success

The curriculum should be structured to meet the stated objectives and student learning outcomes of the program.

1. List all student learning outcomes of the program.

Student Learning Outcomes

Consistent with ABET, this program demonstrates that each graduate possesses

- a) an ability to apply knowledge of mathematics, science, and engineering;
- b) an ability to design and conduct experiments, as well as to analyze and interpret data;
- c) an ability to design a system, component, or process to meet desired needs within realistic constraints such as economic, environmental, social, political, ethical, health and safety, manufacturability, and sustainability;

- d) an ability to function on multidisciplinary teams;
- e) an ability to identify, formulate, and solve engineering problems;
- f) an understanding of professional and ethical responsibility;
- g) an ability to communicate effectively;
- h) the broad education necessary to understand the impact of engineering solutions in a global, economic, environmental, and societal context;
- i) a recognition of the need for, and an ability to engage in life-long learning;
- j) a knowledge of contemporary issues; and
- k) an ability to use the techniques, skills, and modern engineering tools necessary for engineering practice.

These are the learning outcomes for each student graduating from each program.

2. Explain how the curriculum achieves the program-level student learning outcomes by describing the relationship between the overall curriculum or the major curricular components and the program objectives.

The Civil/Electrical/Mechanical Engineering curriculum has been designed to deliver graduates that meet the stated program outcomes at graduation. The CE/EE/ME Program outcomes are met by assuring that all graduates finish the curriculum and adhere to the intended pre-requisite structure of the curriculum. The curriculum is designed to provide instruction and opportunities for students to demonstrate their development and accomplishment of outcomes. Consistent with WKU and ABET program assessment practices, course reviews take place each semester for faculty to review the effectiveness of the existing course structure and to propose alterations as warranted. Additionally, full program review takes place at an annual or bi-annual frequency and focuses on the accomplishment of student outcomes. Again the opportunity then exists to propose alterations if needed. In both cases, faculty assessment of student work, consultation with industrial constituents, and student self-assessment are used for evaluations. For program outcome assessment, external assessment methods such as the Fundamentals of Engineering examination is also used when possible.

3. Highlight any distinctive qualities of this proposed program.

All three WKU engineering programs make extensive use of project-based learning, integrating a variety of project experiences at every level of the curriculum. Beginning with the first freshman class and progressing through the last senior class, engineering students at WKU engage in the practice of engineering under the instruction and guidance of degreed, practicing engineers. In building the foundation of basic engineering knowledge by working on realistic and real-world projects, students apply and integrate their traditional coursework into a unified body of theoretical knowledge, deepened and enriched by practical experiences. By learning to complete projects within time and materials budgets while meeting performance specifications, our students begin to think and work like engineers do.

Engineering at WKU differs from most other institutions because its faculty is dedicated exclusively to undergraduate engineering education and to engaging students in the practice of engineering without the requirement of supervising graduate research. All faculty members in the WKU Department of Engineering are required to obtain and maintain licensure as professional engineers in the Commonwealth of Kentucky. Many studies have shown that the educational methodologies employed by engineering faculty at WKU are not only the most enjoyable and interesting for students; they are also a more effective way to

learn engineering.

All three WKU engineering programs focus on the needs of the region, in terms of educational offerings and applied research.

4. Will this program replace or enhance any existing program(s) or track(s) within an existing program?

These programs replaces the current civil/electrical/mechanical engineering programs, which are offered jointly with the University of Kentucky and University of Louisville.

5. Include the projected faculty/student in major ratio. 1:36

6. Is there a specialized accrediting agency related to this program? Yes

- a. If yes, identify the agency.

ABET accredits engineering programs through the Engineering Accreditation Commission (EAC)

- b. Do you plan to seek accreditation?

Yes. The {civil/electrical/mechanical} engineering program currently jointly offered jointly with the University of {Kentucky/Louisville} is accredited by ABET. This new program is viewed by ABET as a change in support but not in curriculum, and there is a process for notifying ABET once the new program is approved.

- c. If yes, explain your plans for accreditation. If no, explain your rationale for not seeking accreditation.

ABET will be notified as soon as the program is approved. In accordance with Section II.H. of the ABET Accreditation Policy and Procedure Manual (APPM), information concerning the dates of the new program will be included in the notification along with a description of how the curriculum and teaching faculty of each program will be affected. The notification will be reviewed by the Executive Committee of the Engineering Accreditation Commission as described in the APPM.

The exact wording of the response from ABET: "Because the next general review of all programs will take place in the fall of 2016, the timing of the change of support of the other institutions should be fully described and will be critical to actions that follow. If at all possible the transition should be fully completed before the campus review visit in the fall of 2016."

7. Attach the SACS Faculty Roster Form. Faculty resources shall be demonstrated to be adequate and appropriate for the proposed program. The number of faculty should meet external standards where appropriate. The qualifications of faculty will support the objectives and curriculum of the proposed program.

Attached Separately

8. Access to the qualitative and quantitative library resources must be appropriate for the proposed program and should meet recognized standards for study at a particular level or in a particular field where such standards are available. Adequacy of electronic access, library facilities, and human resources to service the proposed program in terms of students and faculty will be considered. Physical facilities and instructional equipment must be adequate to support a high quality program. The proposal must address the availability of classroom, laboratory, and office space as well as any equipment needs.

- a. Describe the library resources available to support this program. You may attach any documentation provided to SACS.

General

Cravens Library, the WKU Library with most of the science and engineering collection, is open all days of the week, for a total of 107.25 hours weekly. The stacks, periodicals room, video library, government documents room, and reference room are all open to self-service any time the library is open. The central library facility consists of two buildings, directly connected on two levels by enclosed walkways. One building contains the circulation/reserves desk and loanable monograph volumes collection; the other, reference services and materials, periodicals, and government documents.

Collections

The most recent figures available give the library's total holdings at 695,138 catalogued monograph volumes, 148,466 bound periodical volumes, 3942 currently subscribed to serial publications (with another twenty thousand or more available as electronic titles), and over two hundred online databases. Access to almost all of the electronic databases and resources is available via web-based interfaces. These materials are supplemented by a collection of over 2.7 million microform items, and access to external materials through interlibrary loan. The total materials budget comes to over \$2,000,000 annually.

Personnel & Service

The Library Public Services unit includes fifteen professional librarians, all of whom have at minimum an accredited Master's Degree in Library Science plus a second Master's degree (four have doctorates). Public Services librarians have faculty rank at the university, and most are tenured. Professional reference assistance is available 70.5 hours per week, including 16 hours per week after 6:00 pm. Additional staff-based reference service is available during 26.5 of the remaining 36.75 hours (of the total 107.25).

Engineering-related Materials

All engineering-related materials in the University Libraries collection are housed in the central library, with the exception of a few hundred older volumes that have been placed in a remote storage facility. There are approximately 26,000 titles in the "T" portions of the monographs collection. About eighty periodicals are subscribed to through the serials budget, but materials from several hundred additional titles are available electronically from online aggregator services such as EBSCOhost and e-publishers such as Springer-Verlag. The reference and circulating collections contain a good number of professional-level handbooks and technical manuals, but maintain only a limited number of technical standards series as a result of prohibitive expense.

Engineering-related Services

The Science Librarian has Masters and Ph.D. degrees in science fields in addition to his MLS degree, and is tenured. He has organized several special online aids to assist science students and faculty in using the collection and accessing web-based materials: (<http://www.wku.edu/Library/tip/rsrchguides.html>) Professional services available to the engineering programs include class and individual level research instruction, assistance with locating sources relevant to classroom activities or research, in-depth online searching via DIALOG, assistance with the use of electronic and other sources, interlibrary loan (for materials not owned here), and document delivery (for materials owned here).

- b. Describe the physical facilities and instructional equipment available to support this program.

The Department of Engineering has been housed in the Engineering and Biological Sciences building (EBS) since January 2005. This facility includes about 27,000 ft² net assignable area for the engineering programs, primarily consisting of offices and laboratories. The engineering department primarily uses the first and second floors, with biology occupying the third floor.

The entire campus is wireless enabled, and EBS is no exception. The entire building and surrounding yards are surrounded by Wi-Fi antennae, and numerous Ethernet ports are in the walls and ceilings of offices, classrooms, and laboratories.

The old STH building (now called College High Hall or CHH) has been recently renovated, and laboratory spaces have been allocated to the all three engineering programs

Offices (Administrative, Faculty, Clerical, Teaching Assistants)

The departmental office is approximately 910 ft², and includes a private office for the department head with an integrated meeting space. In addition, the main office area has spaces for the full-time office coordinator and a part-time student worker. An attached workroom has storage for student records and office supplies, room for networked copiers and printers, and space for printed material processing. Thirteen faculty offices of approximately 120 ft² are available to the department. Additional offices are available for staff members, adjacent to the laboratories and project spaces they supervise. No teaching assistants are used by the department. There is a large conference room (500 ft²) on the second floor. Equipped with computer presentation equipment, a video conferencing system, and dry erase/corkboard walls, the room is available for student use in presentations and meetings.

The furnishings in all these spaces were purchased new in 2005, along with new computers, copiers, and printers. The offices are maintained on a regular basis by WKU personnel.

There are sufficient offices and professional work spaces for faculty, staff, and student workers, and no inadequacies exist with respect to supporting the Program Educational Objectives and Program Outcomes.

Classrooms

The University uses a centralized room scheduling system. Program coordinators request a room assignment based on section size, resources needed for instructor and/or student use, and any special accessibility issues. The centralized system makes a recommendation for a classroom in one of the six buildings in the college, and the program coordinators work with the office coordinator to finalize locations. The engineering floors in the building do not have designated lecture spaces. Also, many of the labs are equipped and used for classroom lecture.

The Electronic Resource Room (EBS 1103) provides a dedicated teaching space in which students of each program can receive instruction in the application and use of major

software packages used in the practice of engineering. The classroom provides 30 student stations in an environment that supports and encourages close instructor-student interaction. Each student station contains a computer on which the appropriate engineering software is available along with connection to the institution's intranet and the internet. This room is assignable only to courses of the engineering department, with first priority going to courses with a substantial computer component integrated into the class lecture time.

Several other laboratory spaces and ancillary rooms in EBS are used at times for course instruction. All spaces are equipped with instructor projection equipment supporting both fixed desktop computers and portable instructor laptops.

Classroom spaces in the college utilized for engineering courses are generally excellent. A new building has been built adjacent to EBS, and frequently serves as the location for engineering courses. Most of the rest of the science college spaces have been recently updated or are slated for renovation in the near future.

Although not classroom spaces, three unique rooms in EBS on the second floor provide substantial opportunities for student learning. Student Resource Rooms (sometimes referred to as Design Centers) for each of the three disciplines are located in the center of the building, across the hall from the thirteen faculty offices. Since a significant characteristic of the engineering programs is the focus on a project-based academic experience in the curriculum and the extra-curriculum, these rooms are necessary to support the student's activities and are available twenty-four hours, seven days a week with a student ID card. These resource rooms contain the sort of hardware and software that the students need to engage in engineering projects. For instance, the EE room (EBS 2109) has PC's which contain software used in the various classes. Open public space with tables provides room for group interactions. To support student project activities, a network printer, scanner, telephone, and 24 hours access via card reader are available. Experience with project rooms at WKU since 1995 has shown these rooms become centers for the students' discipline-related social and professional interactions. These project rooms are essential to building teamwork and interdisciplinary interactions in an atmosphere akin to that encountered in the professional workplace. As with the Electronic Resource Room, the Engineering Design Centers are ideally suited to supporting student laptop use.

There are sufficient classrooms available to the program within the science college. The university is responsible for supporting and maintaining ITV classrooms, and has reserved two large classrooms for the primary use of engineering courses. Classrooms have appropriate and well-maintained technologies for instructors and students. The campus is laptop friendly, and classrooms with laptop support are available when needed. No classroom or instructional technology inadequacies exist with respect to supporting the Program Educational Objectives and Outcomes.

Laboratories

An important characteristic of the Engineering and Biological Sciences Building is that the space assigned to engineering was designed to support the Program Educational Objectives of the programs of the department. This can be seen in both the shared departmental and the program-specific spaces in the building.

Shared Departmental Spaces

The McConnell Integrated Engineering Applications Laboratory is provided to support professional activities of students and faculty members engaged in applied research and projects for local/regional industries, student competitions, and course projects. The only true high-bay space in the college, the laboratory is designed to be flexible and to support a wide variety of activities. No permanent activities are assigned to the main portion of the room. Faculty and students use this center area for projects on a rotating basis, consistent with the mission of the department and monitored by one of the departmental staff engineers. Outside the two roll up doors is a large concrete Engineering Yard, an outdoor area for “dirty” activities such as welding or fabrication. A five ton overhead crane services nearly the entire floor area of the lab. This lab has tremendous fabrication capabilities, all mobile so that the space can be reconfigured as needed. Tools ranging from CNC plasma cutters to five different welders to numerous saws, shears, and ironworkers can be set-up and utilized as necessary. A unique feature of the building is the ability to view the activities of the entire space from the hallways and other laboratories of the building on all three floors, providing a “window” into engineering for students and visitors to the buildings.

The corners of the McConnell Lab are used for four very different permanent activities. The first contains the Student Prototype Facility. This is a small machine shop available to all engineering students after completing a six-hour training session. This space is highly utilized by the ME Freshman Design course, which requires each student to design, draw, build, and test a small working air-powered “Wobbler” steam engine and by the EE students in support of their class projects and design classes.

The Structures Lab is a high-profile corner of the McConnell Lab. Equipped with a large structural load frame, the reactive walls and floor provide space for the CE program to conduct a range of course and applied research activities. A set of doors two stories tall allow the overhead crane to access this area as well as a CE lab next door.

A small area in the fourth corner provides a Vibration Isolation Table. This isolated T-slot table supports student activities in the dynamic systems area. Equipped with several harmonic shakers, various student-designed vibration experiments can be conducted in this space.

Adjacent to the McConnell Integrated Engineering Applications Laboratory and central to the other laboratories of the ground floor is the Engineering Prototype Facility (EPF). Managed by one of the departmental staff techs, the Prototype Facility contains a wide array of technology resources for advanced machining and fabrication. Central to this facility are a Haas 4 axis CNC milling machine and a Haas CNC lathe. Various other lathes, milling machines, saws, and drill presses are installed as well. This is also the central location for tool checkout for student and faculty projects. For technologies beyond the capabilities of the in-house facilities, the staff engineer has created strategic alliances with regional shops for services such as laser and water-jet cutting, powder coating, and production machining and welding. Staff, faculty, and students utilize the EPF on a tremendous range of internal and external projects, most of which move out into the McConnell Lab. The goal of the EPF is not to be the low-cost provider of services to the region but rather to foster the region’s economic development and to raise the technical capabilities of small regional companies.

The Engineering Service Center, located on the second floor, serves a similar purpose as the EPF. Managed by the departmental staff engineer, this facility supports a wide range of departmental and college activities. The Engineering Service Center provides electrical, electronic, and computer support for the department. One essential resource of the center is the ability to perform in-house printed circuit board (PCB) prototyping using advanced equipment in surface mount technology. Students and faculty take advantage of the manufacturing, testing, verification, and debugging techniques associated with PCB fabrication. The center is centrally located on the second floor and next to the Electrical Student Project Room and allows students and faculty access to the wide variety of electrical components, equipment check out, and other supplies that are essential to the department. The center also houses the door access card reader system and computer server to provide the ability to access the departmental resources or to the three terabyte storage that is available.

Access to all these spaces is a privilege for students as they complete a series of training experiences covering basic safety and operations of the equipment. This process begins early during each student's Freshman Design Course, and requires some level of demonstrable ability before key card access is given. Safety policies are clearly posted and rigorously enforced. Not all machines are available for student use, the two departmental staff engineers have determined safe operating parameters for their responsible areas and have final determination over student skills and access. The goal is "Safety First", with the additional goals of preservation of physical capital and support of student and faculty projects.

The purpose of the Engineering and Biological Sciences building is to create an environment that fosters the interaction of students and faculty in creative efforts towards economic development. This building provides a rare opportunity to create a culture of students and faculty working together in a project-based learning environment, and numerous examples of this synthesis exist in all three programs.

There are sufficient departmental shared laboratories and support facilities available to support the project-based and curricular activities of the program. Two departmental staff engineers are available to facilitate the use and maintenance of these shared spaces. No inadequacies exist with respect to supporting the Program Educational Objectives and Outcomes in these spaces.

Program Specific Laboratories

In addition to the Student Project Room and the shared spaces listed above, each program has access to several other lab spaces. Electrical engineering has the Circuits Laboratory, Digital Systems Laboratory, Power and Machines Laboratory, Optoelectronics Laboratory, EE Senior Laboratory. Mechanical engineering has a thermal fluids laboratory, a materials testing laboratory, and a multidisciplinary project laboratory. Civil engineering has a large cementitious materials laboratory, a surveying equipment room, and a soils/geotech laboratory. Each laboratory is equipped with appropriate instrumentation to support the courses regularly taught there.

There are sufficient programmatic laboratories and support facilities available to support the project-based and curricular activities of the program. No inadequacies exist with respect to supporting the Program Educational Objectives and Outcomes in these spaces.

Faculty Computer Resources

WKU faculty members are assigned a university computer which is maintained by WKU Technical Support Services. Faculty may choose a desktop or a laptop computer, and receive a new machine every three years. Each room in the engineering building has 100 Mbs Ethernet and Wi-Fi access to the internet and campus intranet. Faculty members have dedicated network storage, an Exchange-based email address with server storage, a personal web page account, and a Blackboard account for class management. The WKU online software store gives faculty the ability to download software for university-owned machines, with free options such as the latest version of Microsoft Office and purchased choices such as Adobe Acrobat Professional. Faculty can purchase software from external vendors such as Solidworks and install them as necessary.

Faculty use a wide range of software to support their teaching and scholarly activities, as required. Maintenance and upgrade contracts are maintained on the majority of these packages. Many of these packages are also installed on workstations and laptops for use by students working with the faculty on projects, both internal and externally sponsored. Faculty members have sufficient computer resources, both hardware and software, to support their teaching, scholarship, and applied research. The university provides a new computer every three years and provides support to all university owned computers. Faculty members have the freedom and resources to purchase and install necessary computing and printing resources. No limitations exist with respect to supporting both Program Educational Objectives and Outcomes and faculty teaching/scholarship.

Student Computer Resources

Students are assigned a WKU email address upon admission, and have access to personal storage on a Blackboard account. Campus dorms are Ethernet and wireless ready, and the university provides assistance with installation and basic maintenance on student-owned computers. Students can purchase discounted software through the online WKU software store as well as at the WKU Bookstore.

The university provides Student Technology Centers (open computer labs for all students) at convenient locations across the university. In addition to six labs on the main campus, there is also one Student Technology Center (STC) at each extended campus location, and another at the South Campus (Community College). STC labs are equipped with the latest hardware, software, scanners, and free laser printing. One location, in the Mass Media and Technology Hall, is open 24 hours a day, 7 days a week while classes are in session. Student Technology Centers are restricted for the use of WKU students only, and students use their WKU account to log in. Every year, students and other lab users receive a free lab printing allocation, which may be used to print in any STC and selected departmental lab locations. The free printing allocation depends on registration status. Full-time undergraduate students receive \$75 in free print allocation (equivalent to 1,500 pages of free laser printing per year at five cents per page), with part-time undergraduate students receiving 63% of that allocation.

Students have twenty four hour seven day a week access to the Student Resource Room has an installed base of computers that students can use to support a wide range of curricular and extra-curricular activities. As in the faculty offices, this room has 100 Mbs Ethernet and Wi-Fi access to the internet and campus intranet. The computers in the design centers have a range of installed software for student academic and project use. Scanning and networked enabled printing is available in this room. Academic Technology is partnering with the department to keep computer resources up to date. Students currently have sufficient computer resources, both hardware and software, to support their curricular and project needs. The university and department provide a variety of locations for computer use. There is some concern about the limited life of existing computers in the Student Resource room, but student laptop usage should alleviate some of the urgency to replace them. No current limitations exist with respect to achieving the program's outcomes.

Laboratory Equipment Planning, Acquisition, and Maintenance Processes

Recognition of the importance of laboratory and other capital equipment was established early in the development process for the programs before the initial accreditation visit in 2004. A significant effort was undertaken to improve the equipment inventory in support of the new programs. As the Program Educational Objectives were developed and understood, equipment needs in support of those objectives were identified. Funding, especially from private giving and grants, was vigorously sought in order to address the needs. Those efforts resulted in a significant investment in new equipment with most of the identified needs well satisfied. Over \$1.5 million was obtained for equipment for the new building, with about 75% of those funds dedicated to the three engineering programs and remainder to the departmental needs.

New equipment has periodically been added to the roster periodically as funds are available. The university periodically has funds available for laboratory and instructional equipment, and the department has received funds to update existing equipment and add new capabilities on a regular basis. The department maintains a planning list of projects ready to be funded as extra resources become available, sometimes on short notice. The staff engineers assist faculty as needed to define and specify not only the equipment required but also the related infrastructures necessary.

Regular maintenance is performed, usually during the summer, on all equipment that can be maintained by departmental staff. Examples include regular checkout and calibration of power supplies, oscilloscopes, and meters in the labs, repair and maintenance of machining equipment, and restocking of supply inventories of materials and components. Additionally all departmental computers are cleaned over each semester break. Maintenance contracts are purchased for all equipment that has such services available, such as the printed circuit board equipment and the 3D printers. Expenses for non-routine equipment repair is usually met with non-E&G funding sources.

9. Clearly state the admission, retention, and completion standards designed to encourage high quality.

Admission to the Mechanical/Electrical/Civil Engineering program follows the normal admission policies of the University. In evaluating applications for admission, factors that may be considered include: complete and accurate information listed on the application for admission; high school curriculum and performance; scores achieved on the American College Test (ACT) or Scholastic Assessment Test (SAT) (Western Kentucky University does not require students to submit the optional written portion of either the SAT or the ACT for consideration in admission to the University); post-secondary academic record, if any; educational objectives and motivation; recommendations from school officials or other interested persons; personal qualifications and conduct; interview with an admissions officer.

Applicants must be graduates of a public high school or a certified non-public high school. Applicants matriculating from a high school in Kentucky during or after 2012 must have earned 22 or more high school credits, which should include the following: 4 years of English (English I, II, III, and IV); 3 years of mathematics (Algebra I, Algebra II and Geometry or Integrated Math I, II, and III); 3 years of social studies (chosen from U.S. History, Economics, Government, World Geography and World Civilization); and 3 years of science (credits to include life science, physical science, and earth/space science [at least one lab course]); ½ year health; ½ year physical education; 1 year of history and appreciation of visual, performing arts; and 2 years of the same foreign language. Non-resident applicants are required to fulfill their state's pre-college curriculum regarding credit hours earned in high school. In addition to these requirements, it is recommended that students take additional high school courses in foreign languages, the arts, science, and mathematics. High school graduates from states other than Kentucky may follow pre-college curriculum requirements (college prep courses) from their state of residence.

The Office of Admissions evaluates whether students meet the standards for admission as determined by the University. These criteria are subject to review and revision by the University at any time. The current admissions requirements require that students must meet ONE of the following requirements for admission: ACT composite of 20 or greater, or SAT (math + critical reading) of 940 or higher, or Unweighted high school GPA of 2.50 or higher, or achieve the required Composite Admission Index (CAI) score. Students not meeting the minimum ACT, SAT or GPA scores needed for automatic admission may be admitted on the basis of a Composite Admission Index (CAI) score. The CAI is calculated by multiplying the unweighted high school GPA by 20, then adding the ACT score (SAT scores are converted to an equivalent ACT score). In addition, the GPA portion of the score can contribute a maximum of 50 points to the calculated score. A CAI score of 65 or greater guarantees admission to the university. Applicants with CAI scores of 55-64 will be evaluated on a competitive basis. Students admitted to WKU may be placed in an appropriate academic support program based on academic needs at the time of admission. Students will be notified regarding any academic placement by the appropriate office.

Engineering students are monitored for retention and progress towards graduation by meeting with faculty advisors each academic term. The primary tool that academic advisors use to accomplish advising and monitor student progress is the TOPNET computer system. This web-based system allows the advisor access to a variety of information resources

important to his/her task. Training and support for TOPNET is available from the WKU Informational Technology Help Desk. TOPNET permits faculty to schedule appointments with students and to record notes about the meetings. Among the actions an advisor can accomplish via TOPNET are updating and reviewing transcripts and grades, releasing advising holds, registering and dropping courses, evaluating transfer equivalencies, and tracking student progress with iCAP.

iCAP is an acronym for Interactive Curriculum and Academic Progress. Students can obtain personalized, interactive audits displaying progress toward a selected degree. An audit shows all the requirements needed to fulfill a major, minor or concentration. It also displays the transfer and WKU courses that have been used to satisfy those requirements. Students can run "What-If" audits to compare their coursework against other majors. Faculty can perform degree progress review in real time as part of the academic advising session.

Students are admitted directly to the engineering programs, no separate standards or processes are required. However, their major code has a suffix of P, representing a "Pre-Major" status. Students move from Pre-Major to Major status by completing a set of courses with a prescribed set of grades. Once that list is satisfied as indicated in iCAP, the student's major code has the suffix removed.

The use of the Pre-Major status is used to create a sense of responsibility in the student. These requirements intended to be completed by the junior year in the program. Students therefore are motivated to complete this list in a timely fashion. The Pre-Major also gives recognition that the major chosen requires a strong foundation in a core series of courses before moving forward. Students who cannot satisfy this criteria are assisted in finding a new course of study that fits their skills and interests. In addition, completing the Pre-Major is seen as a commitment to the student that the path to their graduation is now clearly defined.

For the **Civil Engineering** program, the pre-major requirements are the completion, with a C or better, of CE 176, AMS 163, ENG 100, CE 160 and 161, EM 222, COMM 145, MATH 136, 137, PHYS 255 and 256, and CHEM 120 and 121.

For the **Electrical Engineering** program, the pre-major requirements are the completion, with a C or better, of EE 101, EE 180, EE 210, ENG 100, COMM 145, MATH 136, MATH 137, PHYS 255/256, PHYS 265, and CS 239.

For the **Mechanical Engineering** program, the pre-major requirements are the completion, with a C or better, of ENG 100, COMM 145, ME 176, ME 180, ME 240/241, EM 222, MATH 136, MATH 137, MATH 237, PHYS 255/256, PHYS 265/266, and CHEM 116/106 or CHEM 120/121.

Progress towards the completion of these Pre-Major standards is monitored as part of the regular academic advising by the faculty in the program.

10. Clearly state the degree completion requirements for the program.

To graduate with a degree in **Civil Engineering**, a student must complete the Pre-Major requirements of the program, as articulated above in section 9. The University requirements for general education must also be satisfied. In addition, the student must complete MATH 237, MATH 331, and PHYS 265/266 with a grade of D or better. Students must earn a grade of C or higher in all civil engineering, courses, all technical electives, EM 222, and EM 303. However, one D in a single CE 400-level course is permitted. In addition, each student is required to have a 2-course sequence in four (4) different civil engineering areas. The curriculum already includes a 2-course sequence in structures, geotechnical engineering, and construction. Therefore, each student must select one of the technical electives to cover an additional area such as surveying, materials, environmental engineering, hydrology, or transportation. Students must take the following required courses for the major: CE 176, 160, 161, 303, 304, 310, 316, 332, 342, 352, 370, 371, 382, 400, 410, 411, 412, 461, 498, AMS 163, EM 222, and EM 303. Students must take 3 hours of structures electives chosen from: CE 384, 482. Nine (9) credit hours of technical electives are required from the approved list: CE 300, 326, 360, 361, 378, 379, 380, 381, 383, 426, 436, 440, 441, 444, 461, 462, 474, 475, 476, 486, 490, 491, EM 313, CM 363, 400, 426, EE 350, GEOG 317. Students may not receive credit for both CE 482 and 383, or for both CE 482 and 384.

To graduate with a degree in **Electrical Engineering**, a student must complete the Pre-Major requirements of the program, as articulated above in section 9. The University requirements for general education must also be satisfied. Students must take the following courses: EE 101, 180, 200, 210, 211, 300, 345, 380, 400, 401, 420, 431, 460, and 473 or PHYS 440. In addition, students must take 12 hours of technical electives selected from: EE 405, 410 and 411, 432, 443, 445, 461, 462, 470/475, 477, 480, and 490. A minimum of 6 hours of engineering/science electives must be taken from EM 222 or PHYS 350, ME 220 or PHYS 330, ME 240, ME 330 or CE 342, PHYS 450, PHYS 318, or ENGR 400. Students must complete MATH 237, 331, STAT 301, and ECON 202 or 203. Students must also select a 3-hour math elective chosen from MATH 307, 350, or 370 and a 3-hour science elective chosen from CHEM 116, 120, BIOL 120, ENV 280, or GEOL 111.

To graduate with a degree in **Mechanical Engineering**, a student must complete the Pre-Major requirements of the program, as articulated above in section 9. The University requirements for general education must also be satisfied. The student must also earn a grade of "C" or better in the following courses required of the major: EM 303, ME 200, 220, 310, 330, and 347. In addition, students must earn a "C" or higher in MATH 331. Each mechanical engineering student must also take at least one mathematics/science elective, for a total of a minimum of 32 hours of mathematics and science beginning at MATH 136. This elective must be chosen from the following list: PH 280 (equivalent to AGRI 280, CHEM 280, and ENV 280), ASTR 214, BIOL 120/121, 122/123, 207/207C, CHEM 222/223, GEOG 121, GEOL 111, 112, PHYS 316, 318, 320, MATH 305, 307, 310, 370, STAT 301. The following 60.5

hours are required for the major: ME 176, 180, 240, 241, EM 222, EE 210, ME 200, EM 313, EM 303, ME 347, 220, 344, 300, 310, 330, 325, 400, 332, 333, 412, and 12 hours of ME technical electives from ME 494, 495, 495, or 496. Additional required courses for the major include: CHEM 120/121 or 116/106, PHYS 255, 256, 265, 266, MATH 136, 137, 237, 331, and three hours of mathematics/science electives.

11. Provide the following information for the program and for each concentration (some categories may not apply to all programs):

Program	Total hours for Degree	Hours in Degree Core	Hours in Track	Hours in Guided Electives	Hours in Free Electives
Civil	126	99	0	9	18
Electrical	125	83	0	24	18
Mechanical	122	86	0	18	18

12. Describe how the proposed program will articulate with related programs in the state. It should describe the extent to which student transfer has been explored and coordinated with other institutions. Attach all draft articulation agreements related to this proposed program.

The Commonwealth of Kentucky has three Universities with accredited engineering programs. The University of Louisville has accredited programs in Bioengineering, Chemical Engineering, Civil Engineering, Computer Engineering and Computer Science, Electrical Engineering, Industrial Engineering, and Mechanical Engineering. The University of Kentucky has accredited programs in Biosystems Engineering, Chemical Engineering, Civil Engineering, Computer Science, Electrical Engineering, Mechanical Engineering, and Mining Engineering. Western Kentucky University has accredited programs in Civil Engineering, Electrical Engineering, and Mechanical Engineering.

The policies and procedures for acceptance of transfer students and transfer course credit are contained in the “Western Kentucky University 2014-2015 Undergraduate Catalog.” These are excerpted here, with special attention to the issues that relate to the engineering program.

Students transferring to WKU are required, as part of the admissions process, to provide the Office of Admission with official transcripts from all previously attended institutions. Credits earned at other accredited American institutions of higher education may be transferred to WKU and applied toward a degree. The “Transfer Credit Practices” report published by the American Association of Collegiate Registrars and Admissions Officers is the reference used for the evaluation of such credits. Students who previously earned course credit from a non-regionally accredited institution may petition for recognition of that credit. Consideration will be given to courses whose content suggests competencies at least equivalent to courses offered by WKU. For more information see:

<http://www.wku.edu/admissions/transfer/transfercredit.php>.

Courses completed at a baccalaureate degree granting institution will be accepted for transfer credit at the level of the equivalent WKU course. Courses completed at a community or junior college will transfer to WKU as lower division credit only, even if WKU offers a comparable course at the upper division. Acceptance of transfer credits for a particular major, minor or certificate is subject to approval by the appropriate academic department. WKU accepts transfer grades, and those grades will be recorded onto the WKU transcript and computed into the student's overall GPA.

When a transcript from an accredited institution records credit granted for educational experiences; such as, credit by exam, advanced placement, prior learning credit, dual credit high school work, the credit will generally be accepted in transfer, except for developmental coursework, which WKU does not accept for degree credit. The student's academic department will decide how and whether the credit applies to degree requirements for a particular major, minor, or certificate. WKU supports the CPE policy which outlines acceptable AP and CLEP scores; see: <http://cpe.ky.gov/policies/>.

Kentucky General Education Transfer Policy

The Kentucky General Education Transfer Policy (2012) provides guidelines for the transfer of general education coursework between Kentucky public postsecondary institutions. The policy guarantees that if a student completes an associate (AA or AS) degree or some general education coursework at a KCTCS college, any Kentucky public university will accept their general education credits as meeting lower-division general education requirements.

The transfer of general education credits is predicated on the acquisition of competencies in broad academic areas, rather than a comparison of individual courses taken at one institutions or another. The five broad categories are: 1) Arts and Humanities (AH), 2) Communications: Written Communication (WC) and Oral Communication (OC), 3) Natural Sciences: (NS), plus Science Lab (SL), 4) Quantitative Reasoning (QR), and 5) Social and Behavioral Sciences (SB).

The sending institution will indicate, either on the transcript or as an attachment to the transcript, whether the student is Fully Certified, Core Certified, or Category Certified in general education, or if they have completed any of the coded general education courses (i.e., AH, NS, OC, QR, SB, SL, and WC) at their institution.

Fully Certified – All general education requirements are completed (AA and AS degrees guarantee full certification).

Core Certified – The 30 hours of core general education is completed, and remaining general education requirements of the receiving institution are still required.

Category Certified – One or more of the above categories is complete (e.g., AH Category Certified is interpreted as no additional courses are required in the AH category).

Course Certified – The category is not complete, but a course in that category applies to that category.

Questions pertaining to the Kentucky General Education Transfer Policy should be directed to the Office of Admissions, 117 Potter Hall, (270) 745-2551.

Transfer Student Services

Upon admission and receipt of all transcripts, the student's transfer credit will be recorded into the university's student information system and will be available online at www.topnet.wku.edu and in iCAP, WKU's automated degree audit system. Students and academic advisors may view course articulation (or equivalency) on iCAP prior to the student's participation in the Academic Transitions Program (orientation). The iCAP report serves as official assignment of credits to General Education Requirements; however, acceptance of transfer credits for a particular major, minor or certificate is subject to approval by the appropriate academic department. Students may petition WKU departments to determine if a course should be equivalent to a WKU course. The petition form may be obtained online at <http://www.wku.edu/admissions/transfer/transferpetition.php>.

International Transfer Credit

Transfer credit from foreign educational institutions may be granted after a determination of the type of institution involved, its recognition by the educational authorities of the foreign country, and an evaluation of the content and level of the courses. Extensive use is made of professional references which describe the educational systems and programs of individual countries.

Students who have attended an educational institution located outside of the United States will need to request all schools attended to send the official transcript(s) directly to Western Kentucky University. Some educational institutions do not issue transcripts to other schools; instead they issue transcripts or the original certificate / mark sheet to students. In this case, students must make a photocopy of the original transcript / certificate / mark sheet and have the school attended (or a certified translation service firm) certify / attest that the photocopy is a true copy of the original document. Consulates and embassies often serve as a resource for the attestation of educational documents. Students on WKU's campus may bring the original transcript(s) or document(s) to the Admissions office for review and verification.

Decisions concerning transfer credit are made at two levels. First, the Office of Admissions determines whether credit may be transferred, and second, each program decides if credit may be granted toward program requirements. The Office of Admissions provides transfer evaluations of previously earned credits through the iCAP report once all official transcripts

have been received. This review by the Office of Admissions includes determining transfer credit for general science courses like mathematics, physics (including status of calculus based content), and chemistry. Academic advisors may view iCAP prior to the student's participation in orientation. The evaluations serve as official assignment of credits to General Education Requirements and also identifies course credit that has been accepted but not counted toward General Education.

The decision to accept transfer course credit for requirements of each engineering major is made at the program level. Credit can be awarded for transfer courses after evaluation of provided course materials. The student requesting the transfer credit must provide the appropriate course syllabus. A course is considered to be equivalent to the resident course if 75% of the content is the same and if the content is offered at the same level as demonstrated by prerequisites. This documentation can include the university catalog from a previously attended university or a course syllabus. Student work is sometimes provided.

Faculty in each program review the assignment of credit for each transfer course, and complete a iCAP Request for Transfer Equivalency or Transfer Course Substitution Form for the student. A copy of this form can be found at <http://www.wku.edu/registrar/icap/index.php>. This formal notification of the faculty recommendation to the university is reviewed by the department head, dean and registrar. A copy of this form is stored in the departmental office. Credit toward satisfying the major will not be given for any transfer course which has not received a grade of "C" or better, regardless of the institution granting the credit.

Students who previously earned course credit from a non-regionally accredited institution may petition for recognition of that credit. Consideration will be given to courses whose content suggests competencies at least equivalent to courses offered by WKU. Again, acceptance of such credit toward a particular major or minor is subject to approval by the appropriate academic department.

WKU students may enroll in courses at other institutions. Prior to such enrollment, students should access the on-line transfer equivalency guide available through the Office of Admissions web-site. Approval for credits to be applied to General Education Requirements is provided by the Coordinator of Transfer Admissions in the Office of Admissions. Approval for courses to be applied to a major, minor, or certification program is obtained from the appropriate academic department. Credit for a course in which a failing grade has been received can be earned only by repeating the course in residence unless prior written approval is granted by the head of the department in which the course is offered.

During the last five years 24% of the engineering students have had some transfer credit. During this period, students have transferred credit into the WKU Engineering Programs from

the following institutions in the Commonwealth of Kentucky: University of Louisville, Murray State University, Owensboro Community and Technical College, Somerset Community College, University of Kentucky, Elizabethtown Community and Technical College, Jefferson Community College, and Lindsey Wilson. Because of the longstanding relationships among UK, Louisville, and WKU Engineering, transfer credit into and among all three of these institutions is fairly straightforward for engineering courses.

13. List courses under the appropriate curricular headings (provide in a separate Microsoft Word document, including the below information). **No** new Courses – list sent as an attachment
14. Will this program utilize alternative learning format (e.g. distance learning, technology-enhanced instruction, evening/weekend classes, accelerated courses)? Yes,
 - Courses that combine various modes of interaction, such as face-to-face, videoconferencing, audio-conferencing, mail, telephone, fax, e-mail, interactive television, or World Wide Web.
 - Technology-enhanced instruction
 - Instruction at nontraditional locations, such as employer worksite

Describe planned alternative methods of program delivery involving greater use of technology, distance education, and/or accelerated degree designs, to increase efficiency, better address student educational and workforce needs, and maximize student success, for both traditional and non-traditional students.

Delivery of the Engineering programs will take multiple forms while taking advantage of the growing technological tools available to the education community. The major focus will be on use of tools that help maximize student success and progress towards their degree, while emphasizing technologies implemented in the professional engineering environment.

The Western Kentucky University campus has multiple technological tools which can be implemented by faculty and students. The campus is fully wireless allowing communication linkups in both academic and residential buildings. This will be taken advantage of as a means of augmenting education including the use of Blackboard, Skype, online threaded discussion boards, and classroom instruction where students utilize their own laptop computers. By using both synchronous and asynchronous communication methods a more robust educational setting is established while mimicking methods used by the professional engineering community.

Sharing of information using technology is to be a key component of the program. Meetings between student groups and project supporters from industry will be utilized when distance is too great to allow face to face meetings, thus improving efficiencies. Already Faculty and Students from WKU have taken advantage of this for meetings' spanning the country, from Florida to Washington state and places in between. As the engineering world continues to

develop a global identity, this communication means will provide real world experiences for the students while engaging them in meaningful professional activities.

Use of modern laboratory technologies will be used in the engineering program. These laboratories will replicate many of the resources available in a professional engineering setting and will allow student skill development that is consistent with those needed by future employers. Laboratory experiences will be used in multiple points of the curriculum and will be used to extend learning into the realm of practice. These facilities will also be available to support projects with industry in the WKU sphere of influence. Students will be trained in the use of modern laboratory technologies through the practice of engineering while contributing to the industry projects.

Creation of engineered systems and design of products will be a key component of the program. In today's engineering community there is much use of technological tools to accomplish this. Computer aided design and computer aided manufacturing tools will be implemented by the program. Computer assisted computation tools such as Matlab and Mathcad which are widely used in industry will be employed in delivery of the program. Use of computer simulation packages to visualize and measure performance of designed systems will also be implemented as warranted. In all cases a balance will be sought between the student use of professional technological tools and the ability to provide a professional setting such that graduates will be better prepared to enter the workforce as engineering practitioners. In this way greater efficiencies in student education and workforce productivity can be achieved.

One area to be evaluated for implementation is the use of distance taught courses. In a time when technology has progressed to allow for Massive Online Open Courses (MOOCs) and various online degree options, it appears a proper time to explore such technology with the aim of improving engineering course variety without compromising student educational needs. The Engineering Education community is somewhat restrained in the use of distance classes as compared to some other disciplines. A part of this can be attributed to the difficulty of conveying a practice based class experience, though some examples exist where undergraduate engineering coursework is offered online. As example, North Dakota State University offers some of its undergraduate engineering classes online (www.distance.und.edu/engineering) owing to the vast distances that exist between some students and the campus. Other examples of Colleges offering limited online undergraduate engineering courses include Arizona State University, Stanford, Drexel and Massachusetts Institute of Technology. At this time there are no accredited undergraduate degree programs available online, but there are a few graduate engineering programs offered largely by distance means.

Western Kentucky University has an infrastructure in place for delivery and reception of distance courses. The Division of Extended Learning and Outreach (DELO) at WKU facilitates the use of distance education. At present the most common forms are Web/Online courses, Independent Learning course, and Interactive Video Service (IVS)/Teleconference courses (<http://www.wku.edu/dl>). The infrastructure that DELO provides will allow the new programs to explore means to allow student distance course options to transfer onto their curriculum transcript from Universities both inside and outside of Kentucky. This will be explored as a means to expand the educational opportunities such that broader coursework is available while maximizing efficiencies of program delivery. In all cases the focus will be on pedagogically sound methods that best serve the student educational and workforce needs.

C. Program Demand/Unnecessary Duplication

- 1 Student Demand: Clearly describe all evidence of student demand, typically in the form of surveys of potential students and/or enrollments in related programs at the institution.
 - a. Provide evidence of student demand at the regional, state, and national levels.

Student Demand

The WKU Engineering programs have consistently attracted a wide range of students since their inception in 2001. Initially the enrollment grew quite rapidly, and over the last seven academic years, enrollment has grown at a modest but steady pace.

Program	Enrollment by Year						
	2007	2008	2009	2010	2011	2012	2013
Civil	137	140	139	154	162	160	191
Electrical	110	119	141	146	152	146	174
Mechanical	163	176	192	198	191	212	293

Enrollment in WKU engineering programs has steadily increased over the past seven academic years. source: WKU Institutional Research

Of the KY residents in the WKU Engineering programs, most come from the WKU service region with very few students coming from the eastern side of the state. The perception by students is that their access to other engineering programs in the Commonwealth is limited. Students who choose to attend WKU engineering programs report that, without the WKU program, they would either choose a different major at WKU or seek an engineering degree outside the Commonwealth.

Over the past ten academic years (academic years: 2003–2004 through 2012–2013), the engineering programs have produced graduates as demonstrated below:

Year	Graduates		
	Civil	Electrical	Mechanical
2003-04	3	3	10
2004-05	15	4	11
2005-06	9	9	12
2006-07	22	13	19
2007-08	19	8	21
2008-09	24	13	16
2009-10	15	12	16
2010-11	18	8	26
2011-12	33	15	23
2012-13	19	20	25
Total	177	103	179

We anticipate graduating another 58 engineering students during academic year 2013–2014, thereby producing a total of 517 engineering graduates from our three engineering programs over the past 11 years. Most of our graduates secure engineering employment by graduation or shortly after. The majority of our graduates are employed in the state of Kentucky, and in particular, the south-central region of Kentucky.

Employer Demand

When the WKU engineering programs were originally proposed, documentation was presented concerning the need for engineering graduates in south-central Kentucky. Many graduates from more urban areas are unwilling to pursue careers in rural areas such as Logan and Allen County, even though there are good employment opportunities there. . Since that time, it has been well documented that an insufficient number of engineering graduates are being produced by all the engineering programs across the Commonwealth to meet the current and future anticipated demand of the workforce. (Kentucky Council on Postsecondary Education) WKU’s programs have responded to those needs, with the majority of our graduates finding permanent employment in the region.

For the two most recent academic years (academic years 2011–2012 and 2012–2013), our graduates have reported employment at 44 different employer locations (28 Kentucky and 16 out-of-state locations) [Berry, D. 2011–2013]. This data acquired via graduate survey provides a summary of employers and types of positions as reported by our engineering alumni. Additionally, this graduate survey data is merged with data mined from our Alumni Services Office --- who provides us an employment summary -- with 114 (US Dept of Labor) employers from 154 alumni

reports [Berry, D. 2002–2013]. At some locations multiple WKU engineering alumni are employed.

As indicated by this employment data, the demand for our graduates has been strong in spite of a difficult economic period over the past five years due to reduced manufacturing demand, particularly automobile manufacturing, which is a critical portion of our regional economy. Nationally, a decline in engineering employment occurred over this time period. To indicate sustained and future demand, several sources were consulted for information regarding engineering employment demand currently and through the current decade: 2010–2020. These sources included: United States Bureau of Labor Statistics, JobsEQ provided by the Bowling Green Chamber of Commerce, and surveys of regional industrial companies likely to employ our engineering graduates [BLS 2012–2013, Carpenter, M. 2013Q2, and Berry, D. 2013]. The U.S. Bureau of Labor Statistics provides demand data and statistical projections at the national and state levels. It indicates increased demand for engineering due to both new opportunities and net replacement of retiring and resigning employees. JobsEQ and surveys received from regional companies provide a higher fidelity regional indicator of employment demand for our graduates.

At its highest level, employment projections from the United States Bureau of Labor Statistics combine architecture and engineering occupation together. (US Dept of Labor) Their projections indicate that architecture and engineering occupations are projected to add 252,800 new jobs nationally between 2010 and 2020 as they grow by 10.4 percent. Engineers are the largest component of this major occupational group and will add the most new jobs at 160,400. Data for these projections, broken down by number and percentage, are shown below.

2010-2020 Employment Projections for Engineering Programs

	Civil	Electrical	Mechanical
US number	51,000	10,700	24,400
US percentage	19	7	9
KY number	110	60	110
KY percentage	18	15	6

Regional projections are somewhat more optimistic. The Bowling Green Chamber of Commerce provided projections from JobsEQ. JobsEQ is a subset of data extracted from the U.S. Bureau of Labor Statistics and modified by regional and local factors. (Carpenter) These projections assist the Chamber in forecasting regional and City of Bowling Green growth. According to JobsEQ, for the most recent four quarters (ending 2013Q2) in the south-central Kentucky region, which includes the 10-county Barren River Area Development District (Logan, Butler, Simpson, Warren, Edmonson, Allen, Barren, Hart, Monroe, and Metcalfe), the total number of engineering jobs

(Standard Occupations Code 17-2000) is 1,081. The anticipated 10-year average annual growth including replacement demand is 3.24% for the region. The 10-year forecasted total number of job openings for engineers is 395 for the region, with 272 attributed to replacement demand and 123 to growth.

Finally, surveys of regional industries were administered to gain insight into our primary employment base. The WKU Industrial Partnership members were the focus of these inquiries. The Industrial Partnership currently includes 10 member companies: GM/BG Corvette Assembly Plant, Fruit of the Loom, Logan Aluminum, MTD Products, Scotty's Contracting & Stone, J.M. Smuckers, Span Tech, Trace Die Cast, Stupp Bridge, and Sumitomo Electric Wiring Systems. The Industrial Partnership was originally funded by Logan Aluminum with a \$300,000 gift in 2010. Each of the partnership members has made a three-year commitment to pay membership fees of \$5,000 annually, which covers the operational expenses of the program. The outcomes of this program have been to enrich relationships and to promote opportunities among WKU engineering students, faculty, and local and regional industries. The industries are eager to actively engage with our engineering students to build meaningful relationships through mentoring, events, projects, and employment. The member industries benefit through dollars saved in recruitment costs and dollars saved by improved retention rates resulting from hiring local engineering students. They also benefit by involving the university and our students in research and development projects, which can save dollars and provide fresh ideas and solutions. Most of our partner industries provide internship/co-op opportunities to our students allowing them to gain hands-on, real-world work experiences which enhance their technical, professional, and communication skills. These internship/co-op students are a primary source from which many of our partner companies fill full-time engineering openings.

Demand for WKU engineering graduates is strong among this group. The 10 partner companies included in the survey currently employ 169 engineers of which 42 (25%) are WKU engineering alumni. The average annual growth for this group is 4.1%, which outpaces that of the region by 3%. Also, the anticipated replacement demand is strong as well. Replacement plus growth account for an annual number of 15 (8 from replacement and 7 from growth) positions from this group alone. We anticipate a large portion of that demand being filled by WKU engineering graduates.

Another strong indicator of the demand for engineering graduates is the number of students employed in internships/co-ops with regional, state, and national employers. A survey of student employment shows that 36 employers employed 55 students during academic year 2012–2013.

An additional demand indicator is total number of engineering job openings posted annually through the WKU Center for Career and Professional Development and through our Engineering Department. For academic year 2012–2013, a total of 237 engineering positions were posted: 194 full time positions and 43 internship/co-op positions. Additionally, over 20 engineering employers attended our Ogden Science and Engineering job fair in February 2013, and all had openings for engineering interns or full-time engineers.

Another attribute of employer preference for our WKU engineering graduates is the salary of the positions secured by our graduates. The most recent average starting salary data reported by graduates of our WKU engineering programs were as follows:

Average Starting Salaries for Engineering:

	Civil	Electrical	Mechanical
Reported by WKU Graduates	\$43,095	\$58,508	\$58,100
NACE 2013 Salary Survey	\$58,000	\$62,000	\$63,900
National Percentile	25th	50th	50th

Above Information: Comparison of starting salaries for WKU engineering graduates with national averages (National Association of Colleges and Employers)

This same NACE report found that as a group engineering majors earned the top starting salaries of all undergraduate majors, which were consistent with their 2012 results as well.

Employers surveyed also indicated a preference for baccalaureate of science degreed engineers from ABET-accredited programs rather than engineering technology or manufacturing science degrees. As indicated from the salaries above, employers are willing to pay competitive wages to secure WKU engineering graduates. The WKU engineering program curricula provide a rigorous series of science, mathematics, and engineering courses and integrate industry projects throughout the program to effectively bridge from the science to the art of engineering. We produce successful engineers with a desirable skill set that can benefit regional, state, and national industries.

Additionally, many of our graduates take and pass the fundamentals of engineering (FE) examination, which provides a path to licensure as a professional engineer (PE). This credential is often a requirement for a successful career in civil engineering. For the period 2004–2013, our civil engineering graduates sitting for the fundamentals of engineering examination passed this national norm examination at a rate of 58.1%. Similarly, our electrical and mechanical engineering graduates passed this exam at rates of 63.8% and 68.7% respectively. This is consistent with state and national

averages. However, a more remarkable indicator of the practiced-based mission of our engineering programs is that a total of 409 graduates sat for these examinations, which represents 87% of our graduates. This is significantly higher than the national average. Finally, 49 civil engineering, 4 electrical engineering and 5 mechanical engineering graduates have become licensed professional engineers through at least 4 year of experience and passing the principles and practices of engineering (PE) examination during this same time period.

- b. Identify the applicant pool and how they will be reached.
Students come to WKU Engineering mostly from the south central Kentucky region. Recruitment is done through institutional methods (college fairs, tours of the department, visits to schools, participation in outreach events.) A strong relationship with the WKU Admissions recruiting staff is a key element, as is having an inviting, informative web site.
- c. Describe the student recruitment and selection process.
Any student admitted to WKU can declare an interest in engineering. WKU Admissions handles the admission/selection process for the university as a whole. Those that declare an interest in engineering are admitted to a pre-major program, which is basically the first three semesters of the curriculum. Once a student has satisfactorily (C or better) completed the pre-major requirements (some math, some science, some engineering science, some communications – small differences among the three programs), she or he is admitted into the engineering program. About 90% of the students who become majors complete the degree in a timely manner.
- d. Identify the primary feeders for the program.
Regional high schools, some community colleges (primarily KCTCS schools in the region), and Lindsey Wilson College.
- e. Provide any evidence of a projected net increase in total student enrollments to the campus as a result of the proposed program.
After the initial growth, when the programs were begun, domestic enrollment in engineering has been basically flat, but that represents a more positive trend than many other programs across WKU in particular and across academia in general. In recent years, the WKU engineering programs have attracted significant numbers of international students, especially from the Middle East. Approximately 40% of the Saudi students currently at WKU are engineering students. This important population would certainly not choose WKU if engineering were not an option here.

- f. Project estimated student demand for the first five years of the program.

Academic Year	Degrees Conferred by Program		
	Civil	Electrical	Mechanical
2015-16	30	21	25
2016-17	31	22	28
2017-18	32	23	31
2018-19	33	24	34
2019-20	34	25	37

Academic Year	Majors (Headcount) – Fall Semester by Program		
	Civil	Electrical	Mechanical
2015-16	237	153	401
2016-17	252	158	441
2017-18	267	163	481
2018-19	282	168	521
2019-20	297	173	561

- 2. Employer Demand: Clearly describe evidence of employer demand. Such evidence may include employer surveys, current labor market analyses, and future human resources projections. Where appropriate, evidence should demonstrate employers’ preferences for graduates of the proposed program over persons having alternative existing credentials and employers’ willingness to pay higher salaries to graduates of the proposed program.

- a. Describe the types of jobs available for graduates, average wages for these jobs, and the number of anticipated openings for each type of jobs at the regional, state, and national levels.

Western Kentucky University (WKU) produces engineering graduates in civil, mechanical, and electrical engineering. Over the first twelve academic years (academic years: 2003 - 2004 through 2014 - 2015), we have produced more than 600 engineering graduates

Most of our graduates secure engineering employment by graduation or shortly after. The majority of our graduates are employed in the state of Kentucky, and in particular, the South Central Kentucky (SCK) region.

Our recent graduates have reported employment at more than 50 different employer locations - 28 Kentucky and 16 national locations. This data acquired via our engineering graduates survey provides a summary of employers and types of positions as reported by our engineering alumni. Additionally, this graduate survey data is merged with data mined from our Alumni Services Office, which provides an

employment summary with 114 reported employers from 154 alumni reports. Some locations have multiple WKU engineering alumni employed.

As indicated by this employment data, the demand for our graduates has been strong in spite of a difficult economic period over the past five years due to reduced manufacturing demand, particularly automobile manufacturing, which is a critical portion of our regional economy. Nationally, a decline in engineering employment occurred over this time period. To indicate sustained and future demand, several sources were consulted for information regarding engineering employment demand through the currently and through the current decade: 2010 – 2020. These sources included: United States Bureau of Labor Statistics, JobsEQ provided by the Bowling Green Chamber of Commerce, and surveys of regional industrial companies likely to employ our engineering graduates. The U.S. Bureau of Labor Statistics provides demand data and statistical projections at the national and state levels. It indicates increased demand for engineering due to both new opportunities and net replacement. JobsEQ and surveys received from regional companies provide a higher fidelity regional indicator of employment demand for our graduates.

At its highest level, employment projections from the United States Bureau of Labor Statistics combine architecture and engineering occupation together their projections indicate that architecture and engineering occupations are projected to add 252,800 new jobs between 2010 and 2020 as they grow by 10.4 percent. Engineers are the largest component of this major occupational group and will add the most new jobs at 160,400. Specific to the engineering disciplines, employment projections for the period 2010 - 2020 call for continued growth in demand for civil, electrical and mechanical engineers. National and state growth and replacement over this period for civil engineering is anticipated to be 19% and 18%, which represent 51,100 and 110 jobs, respectively, due primarily to renewed focus on infrastructure investment to support economic development and security. Growth in mechanical and electrical engineering sectors while not as strong are also expected. For mechanical engineers growth is expected to be 9% and 6% to meet national and state needs, respectively. This 9% and 6% growth and net replacement represents 21,400 opportunities nationally and 110 opportunities in the state. Similarly, electrical engineering growth is expected to be 7% and 15%, which represent 10,700 and 60 jobs to meet national and state needs, respectively. Therefore, the total number of average annual job openings for civil, electrical, and mechanical engineers based on the forecasted projections for the state of Kentucky is predicted to be 280.

On a regional level, JobsEQ, which is a subset of data extracted from the U.S. Bureau of Labor Statistics and modified by regional and local factors, was compiled and provided by the Bowling Green Chamber of Commerce. These projections assist the chamber in forecasting regional and City of Bowling Green growth. According to JobsEQ for the most recent four quarters ending 2013Q2 for the South Central Kentucky (SCK) region, which includes the 10 county Barren River Area Development District (BRADD), the total number of jobs for Standard Occupations Code (SOC) 17-2000 for engineers is 1,081. The anticipated forecasted 10 year average annual growth for SCK is 1.1%, which does not include replacement demand. The anticipated annual growth including replacement demand is 3.24% for SCK. The 10-

year forecasted total job openings are 395 for SCK with 272 attributed to replacement demand and 123 growth demands. The two combined average a predicted 40 (a total of 395 position distributed over a 10 year period) positions annually for SCK.

Finally, surveys of regional industries were administered to gain insight into our primary employment base. The WKU Industrial Partnership program members were the focus of these inquiries. The Industrial Partnership program currently includes 11 member companies: GM/BG Corvette Assembly Plant, Fruit of the Loom, Logan Aluminum, MTD Products, Scotty's Contracting & Stone, J.M. Smuckers, SpanTech, Trace Die Cast, Nematik, and Sumitomo Electric Wiring Systems. The Industrial Partnership was originally funded by Logan Aluminum with a \$300,000 gift in February 2011. Each of the partnership members have made a three year membership commitment, paying membership fees of \$5,000 annually which is designed to cover the operational expenses of the program. The outcomes of this program have been to enrich relationships and to promote opportunities between WKU engineering students, faculty, and local and regional industries. The industries are eager to engage actively with our engineering students to build meaningful relationships through mentoring, events, projects, and employment. The member industries benefit through dollars saved in recruitment costs and dollars saved by improved retention rates of hiring local engineering students. They can also benefit by involving the university and our students in research and development projects, which can save dollars and provide fresh ideas and solutions. Most of our partner industries provide internship/co-op opportunities to our students allowing them to gain hands on, real world work experiences which enhance their skill sets including improved technical, professional, and communication skills. These internship/co-op students are a primary resource for many of our partner companies to pull from to fill full time engineering openings.

As indicated in the WKU Engineering Industrial Partner Engineering Demand Snapshot, employment and demand for WKU engineering graduates is strong among this group. The group of 9 partner companies and locations included in the survey currently employ 169 engineers of which 42 (or 25%) are WKU engineering alumni. The average annual growth percent for this group is 4.1%, which outpaces that of the SCK region by 3%. Also, the anticipated replacement demand is strong as well. Replacement plus growth annualized accounts for an annual number of 15 (8 from replacement and 7 from growth) positions from this group alone. We anticipate a large percent of that demand being filled by our WKU engineering graduates. Finally, another strong indicator of the demand for engineering graduates is the increase in students employed in internships/co-ops with regional, state, and national employers-primarily working in positions for local, regional, and state employers. A survey of student employment shows that 36 employers current employed 55 students during academic year 2012 – 2013. The average hourly pay rate reported was \$13.10. An additional demand indicator is total number of engineering job openings posted annually through our WKU Center for Career and Professional Development and through our Engineering department. For academic year 2012 - 2013, a total of 237 engineering positions were posted - 194 full time positions and 43 internship/co-op positions. Additionally, over 30 engineering employers attended

our Ogden Science and Engineering job fair in February 2015, and almost all had openings for engineering interns or full-time engineers

Another attribute of employer preference for our WKU engineering graduates is the salary of the positions secured by our graduates. The most recent average starting salary data reported by graduates of our WKU engineering programs were as follows: civil engineering average salary: \$43,095; \$20.72 per hour; electrical engineering average salary: \$58,508; \$28.13 per hour; and mechanical engineering average salary: \$58,100; \$27.93 per hour. As compared to the National Association of Colleges and Employers (NACE) September 2013 Salary Survey report of entry level engineering salaries, we are near the 25th percentile nationally for civil engineering, near the 50th percentile nationally for both electrical and mechanical engineering. According to the NACE salary survey, the national average starting salaries for each of these engineering disciplines is \$58,000 for civil engineers; \$62,500 for electrical engineers; and \$63,900 for mechanical engineers. The overall national engineering starting salary averaged \$62,062 annually representing a 2.3% increase from 2012. This same NACE report found that as a group engineering majors earned the top starting salaries of all undergraduate majors, which were consistent with their 2012 results as well.

Additionally 2012 salary data from the Bureau of Labor Statistics summarized for civil, electrical and mechanical engineers shows that Kentucky slightly trails the median for the nation in terms of salary data [BLS 2012]. However, at the state level, the projected earnings for each engineering discipline remains strong and shows a nice progression and earnings potential for each percentile. The median annual salary by discipline at the state level is \$72,900 for civil engineers; \$75,500 for electrical engineers; and \$75,200 for mechanical engineers. It is also significant to note that our WKU engineering graduates reported starting salaries for academic year 2012 – 2013, which were all above the 10th percentile except for our civil engineering program graduates, which fell slightly below the 10th percentile. The 10th percentile in this report is assumed to be a good indicator of typical starting engineering salaries.

Employers surveyed also indicated a preference for baccalaureate of science degreed engineers from ABET accredited programs rather than engineering technology or manufacturing science related degrees. As indicated from the salaries above, employers are willing to pay competitive wages to secure WKU engineering graduates. The WKU engineering program curriculums provide a rigorous series of science, mathematics, and engineering courses and integrate industry projects throughout the program to effectively bridge from the science to the art of engineering. We produce successful engineers with a desirable skill set that can benefit regional, state, and national industries. Additionally, many of our graduates pass the fundamentals of engineering (FE) examination, which provides a path to licensure as a professional engineer (PE). This credential is often a requirement for a successful career in civil engineering. For the period 2004 – 2013, our civil engineering graduates sitting for the fundamentals of engineering examination passed this national norm examination at a rate of 58.1%. Similarly, our electrical and mechanical engineering graduates passed this exam at rates of 63.8% and 68.7%,

respectively. This is consistent with state and national averages. However, a more remarkable indicator of the practiced-based mission of our engineering programs is that a total of 409 graduates sat for these examinations, which represents 87% of our total graduates and is significantly higher than the percent nationally. Finally, 49 civil engineering, 4 electrical engineering and 5 mechanical engineering graduates have become licensed professional engineers through experience and passage of the principles and practices of engineering (PE) examination during this same time period.

3. Academic Disciplinary Needs: Clearly describe all evidence justifying a new program based on changes in the academic discipline or other academic reasons.

Engineering is a relatively stable discipline, especially in terms of the fundamentals mastered at the undergraduate level. This program is not proposed as a result of any changes in the discipline. As mentioned elsewhere, the academic reason for this new program is the pedagogical approach of using realistic and real-world problems as a powerful way to prepare undergraduates to be competent practitioners of engineering.

4. Similar programs: A new program may serve the same potential student population, the proposed program must be sufficiently different from existing programs in the state or access to existing programs must be sufficiently limited to warrant initiation of a new program.
 - a. Are there similar programs in other Southern Regional Education Board (SREB) states in the nation? There are engineering programs in the region, however the program search on the SREB website did not return any results.
 - b. Our records indicate the following similar program exist at public institutions in KY.
 - c. Does the proposed program differ from existing programs? No
 - d. Does the proposed program serve a different student population (i.e., students in a different geographic area) from existing programs? Yes, The University of Louisville and the University of Kentucky have civil, electrical, and mechanical engineering programs. Graduate and undergraduate programs exist at both institutions. The WKU engineering programs were developed with a focus on undergraduate project based curricula to support the WKU service area while increasing the number of STEM graduates in KY. Evidence supports that the majority of WKU Engineering students do in fact come from the South-Central Kentucky area as mentioned previously, and continue to reside here after graduation.
 - e. Is access to existing programs limited? No
 - f. Is there excess demand for existing similar programs?
Yes, The University of Louisville, University of Kentucky, and Murray State University have an electrical engineering program. Graduate and undergraduate programs exist at both UK and U of L. The WKU engineering programs were developed with a focus on undergraduate project based curricula to support the WKU service area while increasing the number of STEM graduates in KY. Evidence supports, that the majority of WKU

Engineering students do in fact come from the South-Central Kentucky area as mentioned previously, and continue to reside here after graduation.

- g. Will there be collaboration between the proposed program and existing programs? Yes, Since 2001, the WKU Department of Engineering has been offering joint degrees with the University of Louisville and the University of Kentucky. During that time, almost 500 students have graduated from these programs. Each student has been required to take at least 16 credit hours from the partner institution. The proposed programs will not include this requirement. But new reciprocal relationships could be worked out. It is anticipated that the partner institutions could continue to offer courses to WKU students in areas in which their faculty have special expertise. Additionally, WKU faculty could also offer courses in their areas of expertise that could be taken remotely by students at other universities across the Commonwealth. Reciprocal relationships could add flexibility to course offerings at all the institutions, creating more responsiveness in our programs collectively in order to produce more engineering graduates for Kentucky.

The WKU Department of Engineering has been a pipeline to the University of Kentucky and the University of Louisville for graduate students. This relationship should continue and expand over time. We anticipate that removing the 16-credit-hour requirement from all students will allow the students who are most interested in pursuing graduate school to choose technical electives offered from the research universities, improving the quality of student experience and leading to even more students choosing the University of Kentucky and the University of Louisville for graduate study. Asynchronous web-based courses could greatly enhance the success of this approach and increase the number of Kentucky undergraduate students entering this pipeline to graduate work at Kentucky's research universities.

Through projects and applied research, collaborative relationships have existed for some time between engineering faculty at WKU, UK, and Louisville. These relationships have grown out of common research interests and should continue to flourish.

D. Cost and Funding of the Proposed Program

The resource requirements and planned sources of funding of the proposed program must be detailed in order to assess the adequacy of the resources to support a quality program. This assessment is to ensure that the program will be efficient in its resource utilization and to assess the impact of this proposed program on the institution's overall need for funds.

1. Will this program require additional resources? No
2. Will this program impact existing programs and/or organizational units within your institution?
No

3. Provide adequate documentation to demonstrate sufficient return on investment to the state to offset new costs and justify approval for the proposed program.

The proposed engineering program is not anticipated to create any additional costs to the state. Since all program courses already exist in the course catalog and are taught by current faculty, the new program should not amount to any additional costs. If interest in the program grows to the point where additional faculty/staff need to be hired, new costs might be incurred. However, increased interest would reflect increased numbers of students, tuition, and therefore revenue, which would offset any additional faculty/staff hires. The table below demonstrates sufficient return on investment.

E. Program Review and Assessment

Describe program evaluation procedures for the proposed program. These procedures may include evaluation of courses and faculty by students, administrators, and departmental personnel as appropriate. Program review procedures shall include standards and guidelines for the assessment of student outcomes implied by the program objectives and consistent with the institutional mission.

1. For each assessment method, please provide direct indicators of achievement of program-level student learning outcomes and frequency of data collection:

- a. Which components will be evaluated?

All 11 engineering program outcomes are evaluated, as required by ABET.

ABET Criterion 3 Outcomes

Engineering programs must demonstrate that their graduates have:

- (a) an ability to apply knowledge of mathematics, science, and engineering
- (b) an ability to design and conduct experiments, as well as to analyze and interpret data
- (c) an ability to design a system, component, or process to meet desired needs
- (d) an ability to function on multi-disciplinary teams
- (e) an ability to identify, formulate, and solve engineering problems
- (f) an understanding of professional and ethical responsibility
- (g) an ability to communicate effectively
- (h) the broad education necessary to understand the impact of engineering solutions in a global and societal context
- (i) a recognition of the need for, and an ability to engage in life-long learning
- (j) a knowledge of contemporary issues
- (k) an ability to use the techniques, skills, and modern engineering tools necessary for engineering practice.

- b. When will the components be evaluated?

Assessment on all eleven outcomes was done annually in the formative years of the program and is now done every three years as the program has matured.

- c. When will the data be collected?

Student work, such as specific lab reports, exam questions, proposals and final reports for real-world projects, and observations are identified as assessment data by the entire faculty and collected over the course of each semester.

- Grades in selected courses are used as indicators of student mastery of engineering fundamentals in math, science, and engineering science.
- Observations such as student participation and performance on the Fundamentals of Engineering (FE exam), participation in extra curricular activities and professional societies, student demeanor and performance at competitions, and presentations and publications by students is noted and collected as part of the ABET process
- Feedback from employers, both before and after graduation, on their satisfaction with WKU Engineering students and graduates, is obtained via surveys, through conversations, and in concert with the industrial advisory boards.

d. How will the data be collected?

Data is collected annually to support this evaluation, with all faculty members sharing responsibility for this work.

e. What will be the benchmarks and/or targets to be achieved?

Assessment rubrics have been developed for each of the eleven outcomes where student work is assessed. All of the rubrics were designed to rate proficiency as expected for the appropriate level of achievement for different stages within the program for each outcome. This process has been used in 2 successful ABET accreditation evaluation visits since 2004.

f. What individuals or groups will be responsible for data collection?

The individual faculty member assigned to that task, as shown in the rubric will collect the data.

g. How will the data and findings be shared with faculty?

At the end of each semester the faculty meet and review the results and discuss changes to be implemented in the next academic year to improve the results if necessary. This documentation is presented to ABET in our self study report during our accreditation review.

h. How will the data be used for making programmatic improvements?

- Annual Course Reviews – With the entire CE faculty involved in the assessment process, every faculty member can assess their courses to make sure that overall program outcomes are being met.
- Significant changes are brought before the Advisory Board for discussion
- Program Outcomes and Objectives Assessments – Full Outcomes Assessment and Objectives Assessment is done every 3 years. This information complements the annual course reviews and provides an overall program perspective to guide changes made to improve the program.

2. What are the measures of teaching effectiveness?

The Department of Engineering has promotion and tenure criteria that are used to evaluate faculty each year. The review is conducted by the tenured faculty which includes teaching effectiveness and student evaluations. This is done annually for tenure track faculty until they achieve tenure, and then additional reviews are conducted for each level of promotion in accordance with the university faculty handbook.

3. What efforts to improve teaching effectiveness will be pursued based on these measures?
Each new faculty member is assigned a mentor to assist him or her in the process of developing as a teacher and a researcher. After each annual review, the tenured faculty provide recommendations for improvement to the faculty member under review which may include peer review of lectures from other faculty, attendance at teaching development conferences, or any other assistance the tenured faculty recommend based on their evaluation.

4. What are the plans to evaluate students' post-graduate success?
As part of the ABET accreditation, alumni surveys are conducted approximately every 3 years to assess the success and development of our alumni. The surveys also include employer surveys to obtain information from the employers of our graduates. The following are the results of our last alumni and employer surveys. The survey assesses typical day-to-day activities of a professional engineer. Topics include ability to analyze problems, design systems and components, interpret results, communicate ideas, work on teams, etc. Graduates respond to the importance of each component in terms of how necessary the skills and attributes are at their jobs, as well as how well they were prepared by their education at WKU. In the last administration of this, 45% of the responded to the survey, with the results indicating that graduates feel well-prepared for the most important aspects of their jobs.

In addition, the percentage of graduates who are planning/pursuing professional registration is tracked. Finally, the CE/EE/ME program tracks the percent of graduates employed in engineering/management position, the percent who are receiving promotions, the percent who are pursuing advanced degrees, and the percent who are involved in professional societies.



WKU[®]

Board of Regents

FINANCE AND BUDGET
Agenda Items

April 24, 2015

Mass Media and Technology Hall
Cornelius A. Martin Regents Room

ACCOUNTANTS' REPORT ON APPLICATION OF AGREED-UPON PROCEDURES, NCAA COMPLIANCE REPORT

REQUEST:

Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures, NCAA Compliance Report for the year ended June 30, 2014.

FACTS:

Each year, Western Kentucky University contracts with our external auditing firm to issue a report on agreed-upon procedures to assist the University with respect to complying with the NCAA Bylaw 3.2.4.16. The agreed-upon procedures were completed by Crowe Horwath, LLP for the fiscal year ended June 30, 2014 in accordance with attestation standards established by the American Institute of Certified Public Accountants. The statement of revenues and expenses of intercollegiate athletics operations (included in Exhibit 1 of the report) was prepared by staff in the Office of Athletics Business Affairs who are responsible for compliance with the NCAA Bylaw 3.2.4.16. Crowe Horwath, LLP reviewed revenues and expenditures for the Athletics Department, reviewed the internal control structure of, and performed other accounting tests on the financial records of the area. A listing of procedures performed, along with associated findings, is included in Attachment A of the report.

Crowe Horwath, LLP's review does not constitute an audit and, therefore, does not contain an opinion on compliance with the NCAA Bylaw 3.2.4.16. It provides information intended for use by the Board of Regents, management of Western Kentucky University, and any authorized representative of the National Collegiate Athletic Association solely for reporting with respect to procedures described within the report.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept the "Report of Independent Accountants on Applying Agreed-Upon Procedures" as required by the NCAA Bylaw 3.2.4.16 for the year ended June 30, 2014.

MOTION:

Accept the Report of Independent Accountants on Applying Agreed-Upon Procedures for NCAA Compliance for the year ended June 30, 2014.

**AUDITOR'S REPORT AND FINANCIAL STATEMENTS
FOR WKYU-TV AND WKYU-FM RADIO**

REQUEST:

Acceptance of the separate Auditor's Reports and Financial Statements, WKYU-TV and WKYU-FM Radio for the year ended June 30, 2014.

FACTS:

Western Kentucky University contracts with an external auditing firm to perform audits of the financial statements of WKYU-TV and WKYU-FM Radio. The audit of WKYU-TV for the fiscal year ended June 30, 2014 was completed by Crowe Horwath, LLP and their report is dated December 15, 2014. The audit of WKYU-FM for the fiscal year ended June 30, 2014 was completed by Crowe Horwath, LLP and their report is dated December 15, 2014. These separate audits are required under the contractual funding arrangements of Western Kentucky University with the Corporation for Public Broadcasting.

The financial statements present fairly, in all material respects, the financial position as of June 30, 2014, and the changes in financial position and cash flows thereof for the year then ended, in conformity with generally accepted accounting principles. Each of the financial statements received unqualified opinions.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept the separate Auditor's Reports and Financial Statements for WKYU-TV and for WKYU-FM Radio for the year ended June 30, 2014.

MOTION:

Accept the separate Auditor's Reports and Financial Statements for WKYU-TV and for WKYU-FM Radio for the year ended June 30, 2014.

2014-15 SECOND QUARTER STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the 2014-15 Second Quarter Statement of Revenues & Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was comparable to the second quarter revenue of 2013-14. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various revenue dependent programs. The amount of revenue and the timing of receipt vary, but program administrators know they must manage expenditures so as to not exceed receipts. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts, as a percentage of the budget, were comparable to second quarter revenues and expenditures of 2013-14. Revenues and expenditures for Auxiliary Enterprises are very similar to second quarter revenues and expenditures of 2013-14. At this point in the fiscal year, all revenues and expenses are at expected levels.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept for filing the 2014-15 Second Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2014-15 Second Quarter Statement of Revenues and Expenditures.

Western Kentucky University
Second Quarter 2015 - Statement of Revenues and Expenditures
For the period from July 1, 2014 through December 31, 2014

	<u>Revised Budget for FY 2016</u>	<u>Actual 2nd Quarter Year-to-date</u>	<u>Percent of 2014-15 Actual/Revised</u>
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 191,246,000	\$ 169,312,614	88.5%
State Appropriations	\$ 72,649,400	\$ 39,957,150	55.0%
Other	\$ 26,627,600	\$ 14,979,790	56.3%
Net Assets Allocation *	\$ 19,665,576		
Total Unrestricted	<u>\$ 310,188,576</u>	<u>\$ 224,249,554</u>	
Restricted			
Grants and Contracts	\$ 61,382,000	\$ 30,728,665	50.1%
Net Assets Allocation	\$ 921,723		
Total Restricted	<u>\$ 62,303,723</u>	<u>\$ 30,728,665</u>	
Auxiliary Enterprises			
Revenue Sources	\$ 23,789,000	\$ 12,866,982	54.1%
Net Assets Allocation	\$ 124,180		
Total Auxiliary Enterprise	<u>\$ 23,913,180</u>	<u>\$ 12,866,982</u>	
Total Revenue	<u><u>\$ 396,405,479</u></u>	<u><u>\$ 267,845,201</u></u>	<u>67.6%</u>
Total Revenue Excluding Net Assets Allocation	<u><u>\$ 375,694,000</u></u>	<u><u>\$ 267,845,201</u></u>	<u>71.3%</u>
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 310,810,176	\$ 156,691,153	50.4%
Total Unrestricted	<u>\$ 310,810,176</u>	<u>\$ 156,691,153</u>	
Restricted			
Grants and Contracts	\$ 61,682,123	\$ 30,728,665	49.8%
Total Restricted	<u>\$ 61,682,123</u>	<u>\$ 30,728,665</u>	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 23,913,180	\$ 10,679,907	44.7%
Total Auxiliary Enterprises	<u>23,913,180</u>	<u>\$ 10,679,907</u>	
Total Expenditures	<u><u>\$ 396,405,479</u></u>	<u><u>\$ 198,099,725</u></u>	<u>50.0%</u>

* Unrestricted net assets allocation total includes \$16,603,000 Budgeted Net Asset Allocation (Carry Forward), \$1,762,576 encumbrance commitments from prior year, and \$1,300,000 BOR approval for Science Campus Phase IV.

** Unrestricted budget includes \$621,600 of restricted funds allocated to departmental operating budgets for work study wages.

PERSONNEL ACTIONS

REQUEST:

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 11/13/2014 – 02/26/2015. One-time compensation payments executed through the payroll system cover the period 11/01/2014 – 02/28/2015.

FACTS:

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Each action is identified by “type” and “funding source”. One-time compensation payments associated with extra duties/special assignments are included in a separate report.

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of all faculty and staff personnel actions as referenced above.

MOTION:

Approve faculty and staff personnel actions.

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Agriculture	Mariah Ruth Baird	Instructor	01/19/2015		42,000.00	Initial Appointment	RD	
Architect & Manufacturing Sciences	Douglas Edward Chelson	Assistant Professor	01/19/2015		63,480.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Don W. Schafer	Assistant Professor	01/19/2015		63,480.00	Initial Appointment	E&G	
Library Technical Services	Joseph J. Shankweiler	Assistant Professor	01/05/2015		42,000.00	Initial Appointment	E&G	
Management	Mariah Danielle Yates	Executive-in-Residence	01/19/2015		56,676.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	01/05/2015		50,004.00	Initial Appointment	RD	
Architect & Manufacturing Sciences	Jonathan R. Maynard	Instructor	07/01/2015	20,004.00	40,008.00	Reappointment	E&G	
Kentucky Museum	Brent Alan Bjorkman	Director	07/01/2015	73,500.00	73,500.00	Reappointment	E&G	
School of University Studies	Sherrie Ellen Godbey	Instructor	01/01/2015	35,004.00	35,004.00	Reappointment	E&G	
Biology	Sneha Krishna Murthy	Instructor	01/22/2015		36,000.00	Rehire	E&G	
Journalism & Broadcasting	Bradley Lucas Pennington	Assistant Professor	08/15/2015		50,004.00	Rehire	E&G	
School of University Studies	Timothy John Brotherton	Director	07/01/2014	75,468.00	75,468.00	Title Change	E&G	
Communication	Kayla M. Riley	Instructor	01/01/2015	35,388.00	38,772.00	Transfer	E&G	
Computer Information Systems	Ray Blankenship	Chair	01/01/2015	110,856.00	135,492.00	Transfer	E&G	
Finance	Andrew James Head	Pedagogical Asst Professor	07/01/2015	65,064.00	81,000.00	Transfer	E&G	
Kentucky Museum	Brent Alan Bjorkman	Director	01/01/2015	45,000.00	73,500.00	Transfer	E&G	
Library Technical Services	Laura Michelle Bohuski	Assistant Professor	01/01/2015	28,656.00	42,000.00	Transfer	E&G	
Psychological Sciences	Gordon C. Baylis	Professor	01/01/2015	207,096.00	169,452.00	Transfer	E&G	
Public Health	John Allen Bonaguro	Professor	03/23/2015	148,908.00	148,908.00	Transfer	E&G	
Family and Consumer Sciences	Doris A. Sikora	Associate Professor	01/01/2015	91,212.00	74,628.00	Salary Decrease	E&G	
English	David J. Bell	Associate Professor	01/01/2016		55,968.00	Sabbatical	E&G	
History	Dorothea Browder	Associate Professor	07/01/2015		55,248.00	Sabbatical	E&G	
Art	Ingrid Adriana Cartwright	Associate Professor	07/01/2015		55,980.00	Sabbatical	E&G	
Management	LeAnne Coder	Associate Professor	07/01/2015		98,688.00	Sabbatical	E&G	
History	Marc V. Eagle	Associate Professor	01/01/2016		55,980.00	Sabbatical	E&G	
English	Nikolai Endres	Professor	07/01/2015		64,920.00	Sabbatical	E&G	
English	Alison Louise Langdon	Associate Professor	01/01/2016		55,368.00	Sabbatical	E&G	
Mathematics	Dominic Andrew Lanphier	Associate Professor	01/01/2016		62,436.00	Sabbatical	E&G	
Computer Science	Qi Li	Associate Professor	01/01/2016		78,744.00	Sabbatical	E&G	
Art	Yvonne Petkus	Professor	01/01/2016		69,552.00	Sabbatical	E&G	
Mathematics	Richard C. Schugart	Associate Professor	07/01/2015		61,368.00	Sabbatical	E&G	
Folk Studies & Anthropology	Michael Ann Williams	Department Head	07/01/2015		107,028.00	Sabbatical	E&G	
Economics	Dennis P. Wilson	Associate Professor	01/01/2016		85,464.00	Sabbatical	E&G	
Computer Science	Uta Ziegler	Professor	07/01/2015		101,040.00	Sabbatical	E&G	

Funding Source Codes:

E&G - Education and General
Grant - Grant Funded
Aux - Auxiliary
RD - Revenue Dependent
Split - Split between sources
FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties
DEGRE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MKTEQ - Market Equity
MSGIN - Minimum Salary Grade Increase
REORG - Departmental Reorganization
OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.
REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.
REHIRE - Used when an employee is rehired following a separation from WKU.
REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.
DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.
DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.
MARKET/EQUITY INCREASE - Used when an employee receives a salary increase as the result of market or equity factors.
MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.
OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.
FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.
RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.
REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.
FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.
STATUS CHANGE - used when a staff member goes from part time to full time. (This code is not used for faculty.)
TRANSFER - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.
STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	Brian David Elliott	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
21st Century Media - POD	Christopher A. Houchens	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Academic Support	Ruth M. Stewart	01/26/2015	5/31/2015	5,696.00	Reappointment	E&G
Accounting	David Jonathan Darrel Shipley	01/26/2015	5/31/2015	3,622.00	Initial Appointment	E&G
Allied Health	Kenneth J Dennison	01/26/2015	5/31/2015	5,640.00	Reappointment	RD
Architect & Manufacturing Sciences	Shawn Micheal Brown	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	Steven P. Luse	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	Eugenios Andreas Patsalides	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
Art	Jacqueline Anne Lubbers	01/26/2015	5/31/2015	7,140.00	Reappointment	E&G
Art	Neli Ilieva Ouzounova	01/26/2015	5/31/2015	7,140.00	Reappointment	E&G
Art	Beth Reitmeyer	01/26/2015	5/31/2015	5,376.00	Reappointment	E&G
Art	Hannah C Skoonberg	01/26/2015	5/31/2015	5,976.00	Reappointment	E&G
Art	Arden von Haeger	12/01/2014	5/31/2015	2,743.00	Reappointment	E&G
Art	Arden von Haeger	01/26/2015	5/31/2015	8,308.00	Reappointment	E&G
Art	Mary Susan Webb	01/26/2015	5/31/2015	4,872.00	Reappointment	E&G
Art	William Leo Lynch	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Biology	Patrice Blanchard	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Center for Gerontology	Candace Brown	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Commonwealth School	Tina Louise Barrt	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Commonwealth School	William Thomas Carroll	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Commonwealth School	Harold Eugene Harmon	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Commonwealth School	Andrew R. Hensley	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Commonwealth School	Andrew R. Hensley	04/01/2015	5/31/2015	2,280.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Commonwealth School	James Jeremy Miller	01/26/2015	5/31/2015	3,680.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	04/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Commonwealth School	Maria Stewart	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Communication	Ian A. Brandon	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Communication	Sabine Chai	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Communication	Ryan Dearbone	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Communication	Gerald Dean Gifford	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Communication	Heather C. Lashley	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Communication	Cayla Shae Rios	01/26/2015	5/31/2015	3,384.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	01/26/2015	5/31/2015	5,520.00	Reappointment	RD
Communication	Dale R. Wicklander	01/26/2015	5/31/2015	4,500.00	Reappointment	E&G
Communication	Lauren Michelle William	01/01/2015	5/31/2015	1,692.00	Reappointment	RD
Communication	Lauren Michelle William	01/26/2015	5/31/2015	5,076.00	Reappointment	E&G
Communication	Larry James Winn	01/26/2015	5/31/2015	4,500.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	01/26/2015	5/31/2015	3,384.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communication Sciences & Disorders	Sylvia Rae Boyd	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	01/26/2015	5/31/2015	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	01/26/2015	5/31/2015	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/26/2015	5/31/2015	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/26/2015	5/31/2015	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Stacey L. Webb	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Sherry Adcock West	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	01/26/2015	5/31/2015	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	01/26/2015	5/31/2015	1,424.00	Reappointment	E&G
Computer Information Systems	Steven B. Parris	01/26/2015	5/31/2015	5,200.00	Reappointment	E&G
Counseling and Student Affairs	Ursula Montique Robinson-Wright	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Melinda Whiffield Thomas	08/25/2014	5/31/2015	4,560.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Melinda Whiffield Thomas	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Department of Marketing	Cheryl Ann Payne	01/26/2015	5/31/2015	2,700.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Button	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
Diversity & Community Studies	Susan Charlotte Farmer	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Diversity & Community Studies	Shaylin Nichole Gimboorys	01/26/2015	5/31/2015	3,384.00	Reappointment	E&G
Diversity & Community Studies	Anne Marie Radsprinter	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Diversity & Community Studies	Kimberly Joy Sauder	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Diversity & Community Studies	Terryn Mollie Honeycutt Varney	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Doctor of Physical Therapy	Sonya Celleste Dick	01/26/2015	5/31/2015	4,000.00	Initial Appointment	E&G
Dual Credit	David Robert Brooks	01/26/2015	5/31/2015	2,136.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	01/26/2015	5/31/2015	6,408.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/26/2015	5/31/2015	3,384.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/26/2015	5/31/2015	1,692.00	Initial Appointment	RD
Dual Credit	Elise Stuart Iannuzzi	01/26/2015	5/31/2015	3,384.00	Reappointment	E&G
Dual Credit	Jogean Kay Jones	01/26/2015	5/31/2015	3,680.00	Reappointment	RD
Dual Credit	Aaron Lane Morris	01/26/2015	5/31/2015	2,400.00	Reappointment	RD
Dual Credit	Aaron Lane Morris	01/26/2015	5/31/2015	4,800.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	01/26/2015	5/31/2015	5,076.00	Reappointment	RD
Economics	Michael Lynn Roberson	01/26/2015	5/31/2015	5,927.00	Reappointment	E&G
Ed Leadership Doctoral Program	Jenaya L. Perdue	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelly Anne Foster	01/26/2015	5/31/2015	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Thomas W Heaney	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Miliska M. Knauff	01/26/2015	5/31/2015	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Miliska M. Knauff	01/26/2015	5/31/2015	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Brent M. Vanmeter	01/26/2015	5/31/2015	2,530.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Brent M. Vanmeter	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Vernon W Young	01/26/2015	5/31/2015	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Vernon W Young	01/26/2015	5/31/2015	2,280.00	Initial Appointment	RD
English	Elizabeth A. Ames	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
English	Joseph William Austin	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
English	Deborah Proctor Banks	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
English	Gary W. Beagle	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
English	Jimmy D. Browning	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
English	Roy L. Burkhead	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
English	Anna May Combs	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
English	Marie Guthrie	01/26/2015	5/31/2015	6,840.00	Reappointment	E&G
English	Terry Ryan Hall	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
English	Logan Matthew Hudspeth	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
English	Logan Matthew Hudspeth	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
English	Logan Matthew Hudspeth	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
English	Marshall Hadden Kemp	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
English	Jeong-Oh Kim	01/26/2015	5/31/2015	6,840.00	Reappointment	E&G
English	Valarie Lynn Phelps	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
English	Amy E. Pope	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
English	John H. Reiss	01/26/2015	5/31/2015	4,500.00	Reappointment	E&G
English	Veida Ruth Rogers	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
English	Mart Beth Stanley	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
English	Cortney Meshel Stewart	01/26/2015	5/31/2015	3,384.00	Initial Appointment	E&G
English	Cortney Meshel Stewart	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
English	Felicia Ann Stinson	01/26/2015	5/31/2015	5,076.00	Reappointment	E&G
English	Catherine P. Ware	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
English	Elizabeth M. Weixel	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
English	Eva Lynn Whittle	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
English	Andrew Eli M. Yeater	01/26/2015	5/31/2015	3,384.00	Reappointment	E&G
English	Sherry Wilson Youngquist	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Extended Learning & Outreach (DEL	SueAnn Strom	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	01/26/2015	5/31/2015	2,580.00	Reappointment	E&G
Family and Consumer Sciences	Lisa Marie Dix	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Family and Consumer Sciences	Ann Elizabeth Embry	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Stephen Christopher Getman	01/26/2015	5/31/2015	4,000.00	Initial Appointment	E&G
Family and Consumer Sciences	Wendy Marie Kublin	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Family and Consumer Sciences	Diane J. Sprowl	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Folk Studies & Anthropology	Michael Andrew Rodgers	01/26/2015	5/31/2015	3,384.00	Initial Appointment	E&G
Geography & Geology	Nicholas C. Crawford	01/26/2015	5/31/2015	6,000.00	Reappointment	E&G
Geography & Geology	Ruth Lancaster	01/26/2015	5/31/2015	3,680.00	Reappointment	RD

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Geography & Geology	Abolfazl Shafaie	01/26/2015	5/31/2015	2,136.00	Reappointment	RD
History	James Thomas Baker	01/26/2015	5/31/2015	9,000.00	Reappointment	E&G
History	Gary L. Ferguson	01/27/2015	5/31/2015	2,136.00	Reappointment	E&G
History	Samuel Earl Ford	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
History	Stephen M. Kershner	01/01/2015	5/31/2015	2,280.00	Reappointment	RD
History	Stephen M. Kershner	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
History	Frances Bailey Kolb	01/26/2015	5/31/2015	3,020.00	Initial Appointment	E&G
History	Richard L. Troutman	04/01/2015	5/31/2015	4,500.00	Reappointment	E&G
Institutional Research	Matthew Thomas Bogard	01/26/2015	5/31/2015	2,700.00	Reappointment	E&G
Interdisciplinary Studies	Julie Lents-Sutton	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Journalism & Broadcasting	Jacqueline C. Cavnar	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Journalism & Broadcasting	Christopher Robert Terry	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Kentucky Museum	John Bryan LeSieur	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
Liberal Arts & Science	Beverly Kay Fulkerson	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Liberal Arts & Science	Jill Darlene Harmon	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Liberal Arts & Science	Thomas R. Wells	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Liberal Arts & Science	Jonathan David Word	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Management	Edwin Buchanan	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Management	Dana Mischelle Cosby	01/06/2014	1/31/2015	3,750.00	Reappointment	RD
Management	Dana Mischelle Cosby	05/19/2014	1/31/2015	4,500.00	Reappointment	E&G
Management	Dana Mischelle Cosby	06/01/2014	1/31/2015	4,500.00	Reappointment	E&G
Management	Dana Mischelle Cosby	01/05/2015	1/31/2015	2,600.00	Reappointment	RD
Management	Terry Lynn Goodin	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/26/2015	5/31/2015	5,200.00	Reappointment	E&G
Management	Robert C Layne	01/26/2015	5/31/2015	2,136.00	Initial Appointment	E&G
Management	David Thomas Sparks	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
Modern Languages	Khalidoun A Almously	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Music	Debra Jane Belcher	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	01/26/2015	5/31/2015	3,560.00	Reappointment	E&G
Music	Nancy Hill Cron	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Music	Matthew J. Herman	01/26/2015	5/31/2015	6,080.00	Reappointment	E&G
Music	Jeremy A. Kelly	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Music	Marilyn Emma Nije	01/26/2015	5/31/2015	3,658.00	Reappointment	E&G
Music	Justin David Osborne	01/26/2015	5/31/2015	3,384.00	Reappointment	E&G
Music	Beth Kenady Pope	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Music	Keith W Sorrels	01/26/2015	5/31/2015	1,818.00	Reappointment	E&G
Music	Alesia L. Speer	01/26/2015	5/31/2015	4,984.00	Reappointment	E&G
Music	C. Kenneth Stein	01/26/2015	5/31/2015	1,536.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Music	Andrew L. Witherington	01/26/2015	5/31/2015	1,616.00	Reappointment	E&G
Philosophy & Religion	Ryan Korstange	01/26/2015	5/31/2015	3,680.00	Reappointment	E&G
Philosophy & Religion	Samuel C. McMyler	01/26/2015	5/31/2015	1,840.00	Initial Appointment	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	01/26/2015	5/31/2015	3,680.00	Reappointment	E&G
Political Science	Kevin Damien DeFebbo	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Psychology	Anna Marie Clayton	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Psychology	Kelly Maria Davis	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Psychology	Sarah Elizabeth Humphreys	01/26/2015	5/31/2015	2,780.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Psychology	Dennis L. Painter	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Psychology	Bonnie Hannibal Reed	01/26/2015	5/31/2015	7,650.00	Reappointment	RD
Psychology	Margaret Annelle White	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Psychology	Margaret Annelle White	01/26/2015	5/31/2015	4,272.00	Reappointment	RD
Public Health	Rebecca Lynn Bruce	01/26/2015	5/31/2015	6,840.00	Reappointment	E&G
Public Health	Charles McCilane Cann	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Public Health	Dennis R. Chaney	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Public Health	Andrew Tyler Clark	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Public Health	David C. Duncan	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Public Health	Rawnak Hafsa	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Public Health	Kelsey Jo Haislip	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Public Health	Ben A. Howard	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Public Health	Steven Wayne Maddox	01/26/2015	5/31/2015	1,840.00	Initial Appointment	E&G
Public Health	Alexandria Kellie Manglaris	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Public Health	David Stumbo	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Public Health	Stacie Marie Sutter	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
Public Health	G. Deborah Thorn	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	01/26/2015	5/31/2015	2,280.00	Initial Appointment	E&G
Public Health	Derek Blaine White	01/26/2015	5/31/2015	2,280.00	Initial Appointment	E&G
Public Health	Carrie Lynn Barnette	01/26/2015	5/31/2015	760.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Anita Ruth Block	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thomas W. Compton	01/26/2015	5/31/2015	3,680.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	01/26/2015	5/31/2015	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lizabeth Mayer Berman Gibson	01/26/2015	5/31/2015	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Trinity J. Gonzalez	01/26/2015	5/31/2015	1,840.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	04/01/2015	5/31/2015	1,840.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Daron Eugene Jordan	01/26/2015	5/31/2015	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Craig Alan Morehead	01/26/2015	5/31/2015	2,136.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	04/01/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport				614.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Kinesiology, Rec. & Sport	William Keith Rigdon	04/01/2015	5/31/2015	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	04/01/2015	5/31/2015	1,227.00	Secondary Appt.	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	01/26/2015	5/31/2015	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	04/01/2015	5/31/2015	614.00	Reappointment	E&G
School of Nursing	Janay Smith Atkinson	01/26/2015	3/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Matthew Tyler Atkinson	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Matthew Tyler Atkinson	04/01/2015	5/31/2015	5,000.00	Reappointment	E&G
School of Nursing	Sheila Annette Barrett	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Laurie Ann Brown	01/26/2015	5/31/2015	6,000.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Linda N. Coakley	01/26/2015	5/31/2015	4,000.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Debra Ann DeWitt	01/26/2015	5/31/2015	6,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	04/01/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Mark Wallace Flener	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Lena Marie Gokey	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Sherrri Colleen Goldsmith	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Cherie Gail Howk	01/26/2015	5/31/2015	3,000.00	Initial Appointment	E&G
School of Nursing	Tracy L Jenkins	01/26/2015	5/31/2015	6,000.00	Reappointment	E&G
School of Nursing	Melinda C. Joyce	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Melinda C. Joyce	01/26/2015	5/31/2015	4,000.00	Reappointment	E&G
School of Nursing	Joyce Sue Dearing Keel	01/26/2015	5/31/2015	7,500.00	Reappointment	E&G
School of Nursing	Kelly S. Kim	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Nursing	Victoria Lynn Kingrey	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Leigh Keeton Lindsey	01/26/2015	5/31/2015	4,000.00	Reappointment	E&G
School of Nursing	Rebecca Marie Lynn Lopez	01/26/2015	5/31/2015	6,000.00	Initial Appointment	E&G
School of Nursing	Freda Y Meador	01/26/2015	5/31/2015	9,000.00	Reappointment	E&G
School of Nursing	Kelly Ann Polak	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Talitha Winquist Richards	01/26/2015	5/31/2015	9,000.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Jason C Sanders	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Tracey Wheeler Toms	01/26/2015	5/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Jennifer Brady Tyler	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Professional Studies	Charles Baker	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
School of Professional Studies	Harold G Brantley	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
School of Professional Studies	Slone H. Cansler	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
School of Professional Studies	Gregg T. Cobb	01/26/2015	5/31/2015	2,136.00	Initial Appointment	E&G
School of Professional Studies	Robert Rodes Fitch	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
School of Professional Studies	Aurora Arnold Freeman Flener	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Professional Studies	Susan Mary Fleschner	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	David M Kerr	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	01/26/2015	5/31/2015	1,692.00	Initial Appointment	E&G
School of Professional Studies	Jason D. Marshall	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
School of Professional Studies	Nevil C. Speer	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Patricia M. Steelman	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	01/26/2015	5/31/2015	6,408.00	Reappointment	RD
School of Teacher Education	Matthew Darin Constant	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
School of Teacher Education	Elizabeth Walton Cooksey	01/26/2015	5/31/2015	2,280.00	Initial Appointment	E&G
School of Teacher Education	Kelly E. Copas	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
School of Teacher Education	Kelly E. Copas	01/26/2015	5/31/2015	3,102.00	Reappointment	E&G
School of Teacher Education	Laura S. Crafton	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Erica Celeste Cutright	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Laura J. Pillow	08/26/2013	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Laura J. Pillow	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Laura J. Pillow	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Keely Blair P'Pool	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
School of Teacher Education	James Anthony Tinius	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Lisa M. Carnes	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
School of University Studies	Thomas Hamilton Cherry	01/26/2015	5/31/2015	5,076.00	Reappointment	E&G
School of University Studies	Dero D. Downing	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	01/26/2015	5/31/2015	1,840.00	Reappointment	E&G
School of University Studies	Karen Renae Hall	01/26/2015	5/31/2015	5,696.00	Reappointment	E&G
School of University Studies	Sara Lauren Jones	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
School of University Studies	Lauren R Martinez	01/26/2015	5/31/2015	2,454.00	Reappointment	E&G
School of University Studies	Lauren R Martinez	01/26/2015	5/31/2015	2,454.00	Reappointment	E&G
School of University Studies	Diana Lynne McQuady	01/26/2015	5/31/2015	2,454.00	Reappointment	E&G
School of University Studies	Jason Anthony Musser	01/26/2015	5/31/2015	2,454.00	Reappointment	E&G
School of University Studies	Janis Ann Watt	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Richelle Mieko Woodrome	01/26/2015	5/31/2015	5,076.00	Reappointment	E&G
Social Work	Patricia A Brown	01/26/2015	5/31/2015	2,136.00	Reappointment	RD
Social Work	Rebecca Ann Clark	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Social Work	Heather Hazelwood Dausman	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Social Work	Christina Robin Donahue	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Social Work	Rudolph Garcia	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Social Work	Kevin Nathaniel Garvin	04/01/2015	5/31/2015	2,280.00	Reappointment	RD
Social Work	Sherry Lynn Litchfield	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/26/2015	5/31/2015	2,136.00	Reappointment	RD
Social Work	Laura D. McMillian	01/26/2015	5/31/2015	2,280.00	Reappointment	Grant

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Social Work	David Robert Rupsch	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Social Work	Sherry Tyger	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
Social Work	Sherry Tyger	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Sociology	Ronald L. Hopper	01/26/2015	5/31/2015	4,324.00	Reappointment	E&G
Sociology	Ronald L. Hopper	01/26/2015	5/31/2015	1,840.00	Initial Appointment	RD
Sociology	Paula D. Newby	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
Theatre & Dance	James Lee Brown	01/26/2015	3/31/2015	4,500.00	Reappointment	E&G
Theatre & Dance	Angelica Burgos	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	01/26/2015	5/31/2015	13,500.00	Reappointment	RD
Theatre & Dance	Loren Kurtis Ruff	01/26/2015	5/31/2015	4,500.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	01/26/2015	5/31/2015	4,500.00	Reappointment	E&G
Theatre & Dance	Erika Ann Solberg	01/26/2015	5/31/2015	2,280.00	Initial Appointment	E&G
Theatre & Dance	Rebekah Jane Phillips	01/26/2015	5/31/2015	1,692.00	Reappointment	E&G
University College	Bradford E. Derrick	01/26/2015	5/31/2015	2,136.00	Reappointment	RD
Water Resource Center - POD	William L. Becker	01/26/2015	3/31/2015	2,496.00	Reappointment	E&G
WKU - E-town/Fort Knox	William L. Becker	04/01/2015	5/31/2015	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/26/2015	5/31/2015	3,680.00	Reappointment	E&G
WKU - E-town/Fort Knox	Melissa Nicole Curtisinger	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	01/26/2015	5/31/2015	2,568.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	04/01/2015	5/31/2015	2,568.00	Reappointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Mary Dale Norcaust	01/26/2015	5/31/2015	2,820.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	04/01/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Sophia A Sweeney	04/01/2015	5/31/2015	1,840.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	Johnny Derk Belcher	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	01/26/2015	5/31/2015	6,408.00	Reappointment	E&G
WKU - Glasgow	Georgena Ann Brackett	01/26/2015	5/31/2015	2,924.00	Reappointment	E&G
WKU - Glasgow	Georgena Ann Brackett	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	01/26/2015	5/31/2015	4,560.00	Reappointment	RD
WKU - Glasgow	Starla M. Buckley	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Douglas Cleveland Jenkins	01/26/2015	5/31/2015	3,407.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	01/26/2015	5/31/2015	4,916.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/26/2015	5/31/2015	2,645.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/26/2015	5/31/2015	3,396.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Glasgow	Leslie L. Lloyd	01/26/2015	5/31/2015	2,780.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
WKU - Glasgow	David Herbert Peilham	01/26/2015	5/31/2015	2,619.00	Reappointment	E&G
WKU - Glasgow	Freeman Clay Powell	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Freeman Clay Powell	01/26/2015	5/31/2015	2,780.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	01/26/2015	5/31/2015	3,724.00	Reappointment	E&G
WKU - Glasgow	Trina Sturgeon Rickard	01/26/2015	5/31/2015	1,840.00	Reappointment	RD
WKU - Glasgow	Van E. Roberts	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
WKU - Glasgow	David P. Rogers	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	01/26/2015	5/31/2015	2,600.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	01/26/2015	5/31/2015	2,458.00	Reappointment	E&G
WKU - Glasgow	Clay M. Smith	01/26/2015	5/31/2015	4,916.00	Reappointment	E&G
WKU - Glasgow	Clay M. Smith	01/26/2015	5/31/2015	2,136.00	Reappointment	RD
WKU - Glasgow	Ronnie Lynn Stinson	01/26/2015	3/31/2015	954.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	01/26/2015	5/31/2015	3,327.00	Reappointment	E&G
WKU - Glasgow	Cynthia Lavern Westmoreland	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Cynthia Lavern Westmoreland	01/26/2015	5/31/2015	2,136.00	Initial Appointment	E&G
WKU - Glasgow	Geoffrey Allen Wigner	01/26/2015	5/31/2015	4,132.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	01/26/2015	5/31/2015	4,272.00	Reappointment	E&G
WKU - Owensboro	Amanda Sue Blohm-Thompson	01/26/2015	5/31/2015	2,676.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/26/2015	5/31/2015	2,798.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Timothy T Dick	01/26/2015	5/31/2015	3,420.00	Initial Appointment	E&G
WKU - Owensboro	Darryl D. Dockery	01/26/2015	5/31/2015	6,342.00	Initial Appointment	E&G
WKU - Owensboro	Linda B. Domerese	01/26/2015	5/31/2015	5,768.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	01/26/2015	5/31/2015	3,488.00	Reappointment	E&G
WKU - Owensboro	Roger W. Gardner	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert James Glenn	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	01/26/2015	5/31/2015	2,136.00	Initial Appointment	E&G
WKU - Owensboro	Brian Robert Howard	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Kathleen Ann Mowers	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/26/2015	5/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	01/26/2015	5/31/2015	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	01/26/2015	5/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Allen Monroe Toy	01/26/2015	5/31/2015	2,550.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Owensboro	Allen Monroe Toy	04/01/2015	5/31/2015	2,550.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	01/26/2015	5/31/2015	1,840.00	Initial Appointment	E&G
WKU - Owensboro	Joseph Yazvac	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Allied Health	Joseph William Evans	Associate Professor	07/01/15	61,680.00	67,008.00	Rank & Tenure	E&G
Allied Health	Kurt Richard Neely	Associate Professor	07/01/15	90,900.00	97,416.00	Rank & Tenure	E&G
Art	Abigail Lindsay Oesterritter	Associate Professor	07/01/15	49,932.00	55,260.00	Rank & Tenure	E&G
Biology	Michael L. Collyer	Associate Professor	07/01/15	55,632.00	60,960.00	Rank & Tenure	E&G
Biology	Carl Willard Dick	Associate Professor	07/01/15	53,088.00	58,416.00	Rank & Tenure	E&G
Chemistry	Rajalingam Dakshinamurthy	Associate Professor	07/01/15	62,052.00	62,052.00	Tenure	E&G
Chemistry	Jeremy B. Maddox	Associate Professor	07/01/15	55,044.00	60,372.00	Rank & Tenure	E&G
Chemistry	Matthew J. Nee	Associate Professor	07/01/15	55,332.00	60,660.00	Rank & Tenure	E&G
Communication	Clint Haynes	Associate Professor	07/01/15	44,412.00	49,740.00	Rank Change	E&G
Computer Science	Zhonghang Xia	Professor	07/01/15	81,456.00	87,672.00	Rank Change	E&G
Computer Science	Rong Yang	Associate Professor	07/01/15	72,204.00	77,532.00	Rank & Tenure	E&G
Counseling and Student Affairs	Jill Duba Sauerheber	Professor	07/01/15	63,108.00	69,324.00	Rank Change	E&G
Counseling and Student Affairs	Monica Galloway Burke	Associate Professor	07/01/15	54,540.00	59,868.00	Rank & Tenure	E&G
Diversity & Community Studies	Kristi R. Branham	Associate Professor	07/01/15	51,900.00	57,228.00	Rank & Tenure	E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	07/01/15	52,260.00	57,588.00	Rank & Tenure	E&G
Economics	Brian Kent Strow	Professor	07/01/15	85,536.00	91,752.00	Rank Change	E&G
Economics	David Michael Beckworth	Associate Professor	07/01/15	85,860.00	91,188.00	Rank & Tenure	E&G
Engineering	Mark Edward Cambron	Professor	07/01/15	82,896.00	89,112.00	Rank Change	E&G
English	Thomas Christian Hunley	Professor	07/01/15	58,752.00	64,968.00	Rank Change	E&G
English	Alexander B. Poole	Professor	07/01/15	57,612.00	63,828.00	Rank Change	E&G
Geography & Geology	Xingang Fan	Associate Professor	07/01/15	53,088.00	58,416.00	Rank & Tenure	E&G
Geography & Geology	Jason Polk	Associate Professor	07/01/15	53,088.00	58,416.00	Rank & Tenure	E&G
History	Marjorie Elizabeth Plummer	Professor	07/01/15	60,156.00	66,372.00	Rank Change	E&G
History	Eric S. Reed	Professor	07/01/15	61,488.00	67,704.00	Rank Change	E&G
History	Chunmei Du	Associate Professor	07/01/15	49,932.00	55,260.00	Rank & Tenure	E&G
History	Juan Lennart Michel Romero	Associate Professor	07/01/15	49,932.00	55,260.00	Rank & Tenure	E&G
Library Public Services	Katherine Ann Pennavaria	Professor	07/01/15	58,512.00	64,728.00	Rank Change	E&G
Library Technical Services	Amanda Drost	Associate Professor	07/01/15	44,088.00	49,416.00	Rank & Tenure	E&G
Management	Paula Wurth Potter	Professor	07/01/15	126,360.00	133,968.00	Rank Change	E&G
Mathematics	Mikhail Kenner	Associate Professor	07/01/15	61,284.00	61,284.00	Tenure	E&G
Mathematics	Dominic Andrew Lanphier	Professor	07/01/15	62,436.00	68,652.00	Rank Change	E&G
Mathematics	Summer Bateiha	Associate Professor	07/01/15	56,196.00	61,524.00	Rank Change	E&G
Music	Heidi Pintner Alvarez	Professor	07/01/15	60,384.00	66,600.00	Rank Change	E&G
Music	Gary Thomas Schallert	Professor	07/01/15	78,576.00	84,792.00	Rank Change	E&G
Music	Elizabeth H. Forrester Kelly	Associate Professor	07/01/15	50,664.00	55,992.00	Rank & Tenure	E&G
Psychological Sciences	Amy M. Brausch	Associate Professor	07/01/15	58,296.00	63,624.00	Rank Change	E&G
Psychological Sciences	Aaron Wichman	Associate Professor	07/01/15	59,964.00	59,964.00	Tenure	E&G
Psychology	Carl L. Myers	Professor	07/01/15	68,148.00	74,364.00	Rank Change	E&G
Psychology	Lisa C. Duffin	Associate Professor	07/01/15	54,516.00	59,844.00	Rank & Tenure	E&G

Subject to Board Approval

School of Journalism & Broadcasting	Gordon Donald McKerral	Professor	07/01/15	73,200.00	79,416.00	Rank Change	E&G
School of Kinesiology, Recreation, & Sport	Fred Wayne Gibson	Professor	07/01/15	63,012.00	69,228.00	Rank Change	E&G
School of Kinesiology, Recreation, & Sport	Elizabeth C. Pyle	Associate Professor	07/01/15	54,396.00	59,724.00	Rank & Tenure	E&G
School of Nursing	Cathy H. Abell	Professor	07/01/15	72,384.00	78,600.00	Rank Change	E&G
School of Nursing	Lori Ann Alexander	Associate Professor	07/01/15	54,816.00	60,144.00	Rank & Tenure	E&G
School of Teacher Education	Cynthia Royden Houston	Professor	07/01/15	69,132.00	75,348.00	Rank Change	E&G
School of Teacher Education	Pamela M. Jukes	Professor	07/01/15	60,300.00	66,516.00	Rank Change	E&G
School of Teacher Education	Martha M. Day	Associate Professor	07/01/15	56,916.00	62,244.00	Rank & Tenure	E&G
School of Teacher Education	Lisa D. Murley	Associate Professor	07/01/15	54,144.00	59,472.00	Rank & Tenure	E&G
School of Teacher Education	Rebecca R. Stobaugh	Associate Professor	07/01/15	53,700.00	59,028.00	Rank & Tenure	E&G
School of University Studies	Patricia A. Jagers	Assistant Professor	07/01/15	36,936.00	41,316.00	Rank Change	E&G
Sociology	Donielle M. Lovell	Associate Professor	07/01/15	51,288.00	56,616.00	Rank & Tenure	E&G
Sociology	Carrie Trojan	Associate Professor	07/01/15	51,492.00	56,820.00	Rank & Tenure	E&G

Department	Name	Start Date	End Date	Amount	Source
Accounting	Yining Chen	07/01/2014	06/30/2015	16,008.00	FDN
Chemistry	Cathleen Joyce Webb	07/01/2014	06/30/2015	8,004.00	E&G
Communication	Cecile Wilson Garmon	07/01/2014	06/30/2015	15,000.00	FDN
Communication Sciences & Disorders	Mary Lloyd Moore	07/01/2014	06/30/2015	11,808.00	E&G
Computer Information Systems	Thaddeus Reed Crews	07/01/2014	06/30/2015	900.00	FDN
Computer Information Systems	Evelyn Holmes Thrasher	11/01/2014	10/31/2015	5,004.00	FDN
Computer Information Systems	Evelyn Holmes Thrasher	02/01/2015	06/30/2015	2,000.00	E&G
Department of Marketing	Lukas Forbes	07/01/2014	06/30/2015	8,004.00	FDN
Economics	David Michael Beckworth	07/01/2014	06/30/2015	6,504.00	FDN
Economics	Mary Catherine Carey	07/01/2014	06/30/2015	3,000.00	E&G
Economics	Daniel A. Myers	07/01/2014	06/30/2015	2,004.00	E&G
Economics	Brian Kent Strow	07/01/2014	06/30/2015	15,000.00	FDN
Economics	Dennis P. Wilson	07/01/2014	06/30/2015	2,004.00	E&G
Ed. Admin., Leadership & Research	James I. Berger	07/01/2014	06/30/2015	7,728.00	RD
Family and Consumer Sciences	Richard Frederick Patterson	07/01/2014	06/30/2015	12,000.00	E&G
Family and Consumer Sciences	Jane Howard Simmons	08/15/2014	05/30/2015	9,000.00	E&G
Family and Consumer Sciences	Travis K. Wilson	10/01/2014	06/30/2015	9,531.00	E&G
Finance	Kam C. Chan	07/01/2014	06/30/2015	23,568.00	FDN
Finance	Indudeep S. Chhachhi	07/01/2014	06/30/2015	4,008.00	FDN
Finance	Andrew James Head	07/01/2014	06/30/2015	6,000.00	E&G
Gordon Ford College of Business	Michelle White Trawick	07/01/2014	06/30/2015	5,004.00	FDN
Health Information Management	Janice Ray Hunt-Shepherd	08/01/2014	05/31/2015	4,480.00	E&G
History	Robert L. Dietle	07/01/2015	06/30/2016	4,800.00	E&G
Honors College	Audra Renee Jennings	09/15/2014	06/30/2015	7,506.00	E&G
Kentucky Museum	Brent Alan Bjorkman	08/18/2014	12/31/2014	5,595.00	E&G
Management	Dawn Langkamp Bolton	07/01/2014	06/30/2015	6,000.00	FDN
Management	Dana Mischelle Cosby	07/01/2014	12/31/2014	6,504.00	FDN
Management	Stacey Durbin Gish	07/01/2014	08/31/2014	3,000.00	E&G
Management	Whitney Oliver Peake	07/01/2014	06/30/2015	15,000.00	FDN
Physics & Astronomy	Michael T. Carini	01/01/2015	06/30/2015	10,644.00	E&G
Physics & Astronomy	Edward Kintzel	07/01/2014	06/30/2015	9,000.00	E&G
Public Health	Akihiko Michimi	07/01/2014	07/31/2014	1,000.00	E&G
Public Health	Grace K. Lartey	10/01/2014	05/31/2015	4,500.00	E&G
School of Journalism & Broadcasting	Jeanine Marie Cherry	10/01/2014	03/31/2015	2,400.00	E&G
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	07/01/2014	06/30/2015	12,000.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	07/01/2014	06/30/2015	3,000.00	E&G
School of Nursing	Cathy H. Abell	07/01/2014	06/30/2015	6,000.00	E&G

Meeting Date: April 24, 2015

Completed Faculty Stipend Actions Subject to Board Approval
Entered July 1, 2014 through February 26, 2015

School of Nursing	Kimberly W. Harris	07/01/2014	06/30/2015	6,000.00	E&G
School of Nursing	Sherry Mays Lovan	07/01/2014	06/30/2015	6,000.00	E&G
School of Nursing	Maria Eve Main	07/01/2014	06/30/2015	6,000.00	E&G
School of Nursing	Lora Wills Moore	07/01/2014	06/30/2015	6,000.00	E&G
School of Nursing	Beverly Elaine Siegrist	07/01/2014	06/30/2015	6,000.00	E&G
Social Work	Amy C. Cappiccie	07/01/2014	06/30/2015	10,500.00	E&G
Social Work	Dana June Sullivan	07/01/2014	06/30/2015	10,500.00	E&G
Sociology	Gerhard K. Daday	07/01/2014	06/30/2015	19,380.00	RD
University College	Michelle Sharmaine Hollis	07/01/2014	06/30/2015	10,500.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Stacey Durbin Gish	Instructor	1/30/2015	250.00	Awards	E&G
Department of Marketing	Craig A. Martin	Professor	11/25/2014	200.00	Awards	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Associate Professor	11/25/2014	200.00	Awards	E&G
Mathematics	Claus D. Ernst	Professor	12/18/2014	2,270.00	Awards	E&G
Music	Robyn K. Swanson	Professor	12/18/2014	4,545.00	Awards	E&G
School of Nursing	Beverly Elaine Siegrist	Professor	12/18/2014	4,545.00	Awards	E&G
WKU Research Foundation	Michelle Sharmaine Hollis	Assistant Dean	12/18/2014	536.00	Awards	E&G
Center for Gifted Studies	Catherine J. Rogier	Professional-In-Residence	1/30/2015	320.00	Consulting	RD
Human Resources	Gerhard K. Daday	Interim Dir, CFD & Asse. Prof.	12/18/2014	1,000.00	Consulting	E&G
21st Century Media - POD	Jeanine Marie Cherry	Instructor	2/27/2015	1,000.00	Overload	E&G
21st Century Media - POD	Elizabeth D. Hall	Associate Professor	1/30/2015	3,000.00	Overload	E&G
21st Century Media - POD	Gordon Donald McKerral	Associate Professor	11/25/2014	1,000.00	Overload	E&G
21st Century Media - POD	Cliff P. Shaluta	Professor	11/25/2014	1,000.00	Overload	E&G
21st Century Media - POD	Cliff P. Shaluta	Professor	12/18/2014	1,000.00	Overload	E&G
Agriculture	Charles Edward Anderson	Professor	2/27/2015	1,000.00	Overload	E&G
Allied Health	Lynn D. Austin	Department Head	12/18/2014	8,000.00	Overload	E&G
Allied Health	Rebecca Garmon Tabor	Associate Professor	12/18/2014	8,000.00	Overload	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbuckle	Department Chair	2/27/2015	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Mark D. Cianna	Associate Professor	11/25/2014	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Anthony Mark Doggett	Associate Professor	11/25/2014	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Anthony Mark Doggett	Associate Professor	12/18/2014	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Daniel Dow Jackson	Associate Professor	2/27/2015	1,000.00	Overload	E&G
CEBS - DELO Distribution	Kristal Clayton	Pedagogical Asst Professor	2/27/2015	1,000.00	Overload	E&G
CEBS - DELO Distribution	Lisa C. Duffin	Assistant Professor	2/27/2015	1,000.00	Overload	E&G
Communication	Gayle N. Allison	Instructor	11/25/2014	1,000.00	Overload	E&G
Communication	Charlone Ann Elder	Instructor	2/27/2015	1,000.00	Overload	E&G
Communication	Gary Kent Hughes	Instructor	11/25/2014	1,000.00	Overload	E&G
Communication Disorders - NY	Lauren E. Bland	Associate Professor	11/25/2014	3,000.00	Overload	RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	11/25/2014	2,000.00	Overload	RD
Communication Disorders - NY	Ashley Chance Fox	Assistant Professor	11/25/2014	3,000.00	Overload	RD
Communication Disorders - NY	Janice Carter Smith	Instructor	11/25/2014	3,000.00	Overload	RD
Communication Sciences & Disorders	Jeffrey Allen Barefoot	Clinical Assistant Professor	11/25/2014	3,000.00	Overload	E&G
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Assistant Professor	11/25/2014	3,000.00	Overload	E&G
Communication Sciences & Disorders	Mary Lloyd Moore	Clinical Associate Professor	11/25/2014	3,000.00	Overload	E&G
Communication Sciences & Disorders	Leigh Anne Roden	Clinical Assistant Professor	11/25/2014	3,000.00	Overload	E&G
Computer Information Systems	John Kirk Atkinson	Associate Professor	2/27/2015	1,000.00	Overload	E&G
Computer Science	Jeffrey Michael Galloway	Instructor	11/25/2014	1,000.00	Overload	E&G
Department of Marketing	Patricia R. Todd	Associate Professor	2/27/2015	1,000.00	Overload	E&G
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	11/25/2014	1,000.00	Overload	E&G
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	12/18/2014	1,000.00	Overload	E&G
Diversity & Community Studies	Grace Hunt	Assistant Professor	11/25/2014	1,000.00	Overload	E&G
Doctor of Nursing Practice	Colin Farrell	Assistant Professor	12/18/2014	3,000.00	Overload	E&G
Economics	David Michael Zimmer	Associate Professor	11/25/2014	1,000.00	Overload	E&G
English	Alexander B. Poole	Associate Professor	11/25/2014	1,000.00	Overload	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Folk Studies & Anthropology	Kathryn Ann Hudepohl	Associate Professor	11/25/2014	1,000.00	Overload	E&G
Health Sciences	Barbara Gayle Minix	Instructor	12/18/2014	3,000.00	Overload	E&G
History	Robert L. Dietle	Department Head	2/27/2015	1,000.00	Overload	E&G
History	Alexander I Olson	Assistant Professor	11/25/2014	1,000.00	Overload	E&G
Management	Stacey Durbin Gish	Instructor	11/25/2014	1,000.00	Overload	E&G
Management	Stacey Durbin Gish	Instructor	2/27/2015	1,000.00	Overload	E&G
Mathematics	Robin Latrice Ayers	Instructor	11/25/2014	1,000.00	Overload	E&G
Mathematics	Robin Latrice Ayers	Instructor	2/27/2015	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	11/25/2014	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	2/27/2015	1,000.00	Overload	E&G
Music	Scott Holden Harris	Department Head	1/30/2015	3,000.00	Overload	E&G
Public Health	Gary M. English	Department Head	2/27/2015	1,000.00	Overload	E&G
Public Health	Vijay Golla	Associate Professor	2/27/2015	1,000.00	Overload	E&G
Public Health	William N. Mkania	Associate Professor	2/27/2015	1,000.00	Overload	E&G
Public Health	Ritchie Don Taylor	Associate Professor	2/27/2015	1,000.00	Overload	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	Associate Professor	2/27/2015	1,000.00	Overload	E&G
School of Nursing	Cathy H. Abel	Associate Professor	12/18/2014	6,000.00	Overload	E&G
School of Teacher Education	Nancy Armstrong Button	Instructor	11/25/2014	2,000.00	Overload	E&G
School of Teacher Education	Nancy Armstrong Button	Instructor	12/18/2014	1,000.00	Overload	E&G
School of Teacher Education	Martha M. Day	Assistant Professor	2/27/2015	750.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	11/25/2014	750.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	12/18/2014	750.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	2/27/2015	750.00	Overload	E&G
School of Teacher Education	Elizabeth Gail Kirby	Assistant Professor	11/25/2014	1,000.00	Overload	E&G
School of Teacher Education	Elizabeth Gail Kirby	Assistant Professor	12/18/2014	1,000.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	11/25/2014	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	12/18/2014	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	2/27/2015	750.00	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	2/27/2015	750.00	Overload	E&G
School of Teacher Education	Christina Roantree Noel	Assistant Professor	11/25/2014	1,000.00	Overload	E&G
School of Teacher Education	Pamela Jean Petty	Professor	11/25/2014	750.00	Overload	E&G
School of Teacher Education	Pamela Jean Petty	Professor	12/18/2014	750.00	Overload	E&G
School of Teacher Education	Kandy C. Smith	Assistant Professor	11/25/2014	750.00	Overload	E&G
School of Teacher Education	Kandy C. Smith	Assistant Professor	12/18/2014	750.00	Overload	E&G
School of University Studies	Anne Lawson Heintzman	Instructor	11/25/2014	1,000.00	Overload	E&G
School of University Studies	Anne Lawson Heintzman	Instructor	12/18/2014	1,000.00	Overload	E&G
Social Work	Larry W. Owens	Assistant Professor	12/18/2014	3,000.00	Overload	E&G
Social Work	Janelle Anne Peeler	Instructor	12/18/2014	3,000.00	Overload	E&G
WKU - E-town/Fort Knox	James R. Prather	Instructor	11/25/2014	1,000.00	Overload	E&G
WKU - Glasgow	Thomas Carlen Noser	Professor	2/27/2015	1,000.00	Overload	E&G
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	2/27/2015	2,000.00	Supplemental Pay	FDN
21st Century Media - POD	Phebe Pam Johnson	Professor	2/27/2015	2,000.00	Supplemental Pay	FDN
21st Century Media - POD	Victoria Leigh LaPoe	Assistant Professor	2/27/2015	1,000.00	Supplemental Pay	E&G
21st Century Media - POD	Travis Alan Newton	Assistant Professor	2/27/2015	1,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
21st Century Media - POD	Kerry Northrup	Professional-in-Residence	11/25/2014	1,200.00	Supplemental Pay	FDN
21st Century Media - POD	Bradley J. Pfanger	Assistant Professor	2/27/2015	1,000.00	Supplemental Pay	E&G
21st Century Media - POD	William M. Simpson	Associate Professor	2/27/2015	400.00	Supplemental Pay	FDN
AA - CEBS - R&R (04)	Jeanine M. Huss	Associate Professor	11/25/2014	250.00	Supplemental Pay	E&G
Allied Health	Lynn D. Austin	Department Head	12/18/2014	4,000.00	Supplemental Pay	E&G
Allied Health	Terry R. Dean	Associate Professor	12/18/2014	300.00	Supplemental Pay	Grant
Allied Health	Rebecca Garmon Tabor	Associate Professor	12/18/2014	4,000.00	Supplemental Pay	E&G
Applied Physics Institute - POD	Vladimir Dobrokhotov	Associate Professor	1/30/2015	10,973.76	Supplemental Pay	Grant
Applied Physics Institute - POD	Vladimir Dobrokhotov	Associate Professor	2/27/2015	2,743.44	Supplemental Pay	Grant
Arch Resource Center -Prof Services	Neal Edward Downing	Professor	12/18/2014	450.00	Supplemental Pay	RD
Arch Resource Center -Prof Services	Bryan Reaka	Associate Professor	12/18/2014	1,035.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	11/25/2014	1,000.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	12/18/2014	1,000.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	12/18/2014	1,000.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	1/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration	William T. Hey	Associate Professor	2/27/2015	2,000.00	Supplemental Pay	RD
Athletic Administration	Evelyn Montel Oregon	Professor	11/25/2014	1,000.00	Supplemental Pay	RD
Athletic Administration	Evelyn Montel Oregon	Assistant Professor	11/25/2014	500.00	Supplemental Pay	RD
Athletic Administration	Evelyn Montel Oregon	Assistant Professor	2/27/2015	1,500.00	Supplemental Pay	RD
Athletic Administration	Kenneth David Payne	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Athletic Administration	Mark Anthony Schafer	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Athletic Administration	Thomas Bradley Stinnett	Assistant Professor	11/25/2014	1,000.00	Supplemental Pay	RD
Athletic Administration	Thomas Bradley Stinnett	Assistant Professor	12/18/2014	1,000.00	Supplemental Pay	RD
Athletic Administration	Thomas Bradley Stinnett	Assistant Professor	1/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration	Thomas Bradley Stinnett	Assistant Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Athletic Administration	Paula Ann Upright	Assistant Professor	11/25/2014	500.00	Supplemental Pay	RD
Athletic Administration	Paula Ann Upright	Assistant Professor	2/27/2015	500.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	1/30/2015	450.00	Supplemental Pay	E&G
Athletic Administration	Thomas Bradley Stinnett	Assistant Professor	1/30/2015	270.00	Supplemental Pay	E&G
Athletic Administration	David Anthony Serafini	Assistant Professor	11/25/2014	200.00	Supplemental Pay	E&G
Campus Activity Board	Dana Michelle Cosby	Instructor	11/25/2014	300.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Executive-in-Residence	11/25/2014	1,412.50	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	11/25/2014	300.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	12/18/2014	300.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	2/27/2015	637.50	Supplemental Pay	RD
Center for Gifted Studies	Patricia E. Bertke	Instructor	11/25/2014	600.00	Supplemental Pay	RD
Center for Gifted Studies	Patricia E. Bertke	Instructor	2/27/2015	600.00	Supplemental Pay	RD
Center for Gifted Studies	Chad A. Snyder	Associate Professor	11/25/2014	600.00	Supplemental Pay	RD
Center for Gifted Studies	Timothy D. Straubel	Instructor	11/25/2014	600.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	11/25/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	12/18/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	1/30/2015	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	2/27/2015	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	11/25/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	12/18/2014	5,250.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	1/30/2015	750.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CFL - Social Work	Allison Gibson	Instructor	2/27/2015	750.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	2/27/2015	4,500.00	Supplemental Pay	RD
CFL - Social Work	James D. May	Department Head	11/25/2014	4,500.00	Supplemental Pay	RD
CFL - Social Work	James D. May	Department Head	2/27/2015	2,250.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	11/25/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	12/18/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	1/30/2015	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	2/27/2015	750.00	Supplemental Pay	RD
CFL - Social Work	Saundra C. Ardrey	Department Head	2/27/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	John Kirk Atkinson	Associate Professor	2/27/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Daniel P. Boden	Assistant Professor	11/25/2014	1,000.00	Supplemental Pay	RD
Cohort Programs	Dawn Langkamp Bolton	Associate Professor	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Ismail Civelek	Assistant Professor	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	LeAnne Coder	Associate Professor	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	LeAnne Coder	Associate Professor	2/27/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	William Spencer Cole	Instructor	11/25/2014	1,250.00	Supplemental Pay	RD
Cohort Programs	William Spencer Cole	Instructor	2/27/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	Dana Mischelle Cosby	Executive-in-Residence	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Mary Kimberly Green	Associate Professor	11/25/2014	1,750.00	Supplemental Pay	RD
Cohort Programs	Kimberly W. Harris	Associate Professor	11/25/2014	900.00	Supplemental Pay	RD
Cohort Programs	Kimberly W. Harris	Associate Professor	2/27/2015	900.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	11/25/2014	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	12/18/2014	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	1/30/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	2/27/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	2/27/2015	625.00	Supplemental Pay	RD
Cohort Programs	Levita Jean Larson	Instructor	2/27/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Feng Heien Liang	Assistant Professor	2/27/2015	900.00	Supplemental Pay	RD
Cohort Programs	Robin Renee Madison	Instructor	11/25/2014	900.00	Supplemental Pay	RD
Cohort Programs	Robin Renee Madison	Instructor	2/27/2015	900.00	Supplemental Pay	RD
Cohort Programs	Leanna Miller	Instructor	11/25/2014	900.00	Supplemental Pay	RD
Cohort Programs	Leanna Miller	Instructor	2/27/2015	900.00	Supplemental Pay	RD
Cohort Programs	Lora Wills Moore	Associate Professor	2/27/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	Paula Wurth Potter	Chair	2/27/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Robert Allen Reber	Professor	11/25/2014	3,500.00	Supplemental Pay	RD
Cohort Programs	Robert Allen Reber	Professor	12/18/2014	1,000.00	Supplemental Pay	RD
Cohort Programs	Robert Allen Reber	Professor	1/30/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	Robert Allen Reber	Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	James Richard Shannon	Chair	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Jean C. Snavelly	Executive-in-Residence	2/27/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Michael Shane Spiller	Associate Professor	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Lisa Eileen Stewart	Instructor	11/25/2014	1,500.00	Supplemental Pay	RD
Cohort Programs	Brian Sullivan	Associate Professor	2/27/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Samanta B. Thapa	Professor	11/25/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Shannon K. Vaughan	Assistant Professor	2/27/2015	1,000.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Cohort Programs	Lindsay Spears Wheat	Instructor	2/27/2015	625.00	Supplemental Pay	RD
Commencement	Jeffrey R. Bright	Associate Professor	1/30/2015	300.00	Supplemental Pay	E&G
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	11/25/2014	1,347.50	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	12/18/2014	1,196.25	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	2/27/2015	962.50	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	11/25/2014	1,200.00	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	12/18/2014	1,200.00	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	2/27/2015	300.00	Supplemental Pay	RD
CPD Consortium Training	Cheryl Pence Wolf	Assistant Professor	2/27/2015	300.00	Supplemental Pay	RD
Dean CHHS	Cathy H. Abell	Associate Professor	11/25/2014	25.00	Supplemental Pay	E&G
Dean CHHS	Jeffrey Allen Barefoot	Clinical Assistant Professor	11/25/2014	300.00	Supplemental Pay	E&G
Dean CHHS	Barbara Crafton Bush	Associate Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	William Spencer Cole	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Audrey S. Cornell	Clinical Associate Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Audrey S. Cornell	Clinical Associate Professor	2/27/2015	250.00	Supplemental Pay	Grant
Dean CHHS	Kenneth Jason Crandall	Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Kathy C. Croxall	Associate Professor	11/25/2014	100.00	Supplemental Pay	E&G
Dean CHHS	Francis Travis Essinger	Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Joseph William Evans	Assistant Professor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Sheila S. Flener	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Lori Kay Fox	Clinical Assistant Professor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Lori Kay Fox	Clinical Assistant Professor	2/27/2015	100.00	Supplemental Pay	Grant
Dean CHHS	Ruth Ellen Gott	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Deanna Len Hanson	Instructor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Deanna Len Hanson	Instructor	2/27/2015	200.00	Supplemental Pay	Grant
Dean CHHS	Darbi Jean Haynes-Lawrence	Associate Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Donna Lynn Hey	Instructor	11/25/2014	375.00	Supplemental Pay	E&G
Dean CHHS	Wendi J. Hulsey	Instructor	11/25/2014	625.00	Supplemental Pay	E&G
Dean CHHS	Cynthia J. Jones	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Grace K. Larrey	Associate Professor	11/25/2014	225.00	Supplemental Pay	E&G
Dean CHHS	Julie Kathryn Lee	Instructor	11/25/2014	25.00	Supplemental Pay	E&G
Dean CHHS	Sherry Mays Lovan	Associate Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Jill M Maples	Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Karen Gail Mason	Associate Professor	11/25/2014	50.00	Supplemental Pay	E&G
Dean CHHS	Leanna Miller	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Terry L. Obee	Instructor	11/25/2014	525.00	Supplemental Pay	E&G
Dean CHHS	Debbie Barnett Parsley	Clinical Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Heather Marie Payne-Emerson	Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Janelle Anne Peeler	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Raymond Arthur Poff	Professor	1/30/2015	225.00	Supplemental Pay	E&G
Dean CHHS	Elizabeth C. Pyle	Assistant Professor	11/25/2014	125.00	Supplemental Pay	E&G
Dean CHHS	Mark Anthony Schafer	Associate Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Jonghee Shim	Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Deborah Carr Linville Shivel	Instructor	11/25/2014	50.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean CHHS	Vickie Lee Shoumake	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Jane Howard Simmons	Instructor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Pamela Annette Skipworth	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Tammie Lynn Stenger-Ramsey	Associate Professor	11/25/2014	100.00	Supplemental Pay	E&G
Dean CHHS	Cova Teresa Sidham	Assistant Professor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Lizabeth Price Sturgeon	Associate Professor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Rebecca Garmon Tabor	Associate Professor	11/25/2014	375.00	Supplemental Pay	E&G
Dean CHHS	Kim Young Vickous	Instructor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Gary Lynn Villereal	Associate Professor	11/25/2014	150.00	Supplemental Pay	E&G
Dean CHHS	Adam R. West	Instructor	11/25/2014	275.00	Supplemental Pay	E&G
Dean CHHS	Travis K. Wilson	Associate Professor	11/25/2014	225.00	Supplemental Pay	E&G
Dean CHHS	Diana Wooden	Instructor	11/25/2014	75.00	Supplemental Pay	E&G
Dean CHHS	Dawn Garrett Wright	Associate Professor	11/25/2014	150.00	Supplemental Pay	E&G
DELO - MBA	H. Randall Capps	Scholar-In-Residence	2/27/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	11/25/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	12/18/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	11/25/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	12/18/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Associate Professor	11/25/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Associate Professor	12/18/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	2/27/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Gayle N. Allison	Instructor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Scott W. Arnett	Associate Professor	2/27/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Eric Walter Bain-Salbo	Department Head	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Lauren E. Bland	Associate Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Dawn Langkamp Bolton	Associate Professor	12/18/2014	2,000.00	Supplemental Pay	RD
Distance Learning	Ellen M. Bonaguro	Associate Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Kristi R. Branham	Assistant Professor	12/18/2014	2,000.00	Supplemental Pay	RD
Distance Learning	Ismail Civelek	Assistant Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Margaret Elizabeth Crowder	Instructor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Cheryl Diane Davis	Professor	2/27/2015	2,750.00	Supplemental Pay	RD
Distance Learning	John Christopher Ervin	Assistant Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Jane Loring Mathison Fife	Associate Professor	12/18/2014	1,375.00	Supplemental Pay	RD
Distance Learning	Stephanie Kay Gandy	Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Anthony A. Harkins	Associate Professor	2/27/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Jennifer Lynn Howard	Assistant Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Janice Ray Hunt-Shepherd	Associate Professor	12/18/2014	3,667.00	Supplemental Pay	RD
Distance Learning	Kumi Ishii	Associate Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Daniel Dow Jackson	Associate Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Molly Beth Kerby	Assistant Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Hanna A. Khouryieh	Assistant Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Rodney A. King	Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Kerrie Lynn McDaniel	Assistant Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Ronald L. Mitchell	Associate Professor	12/18/2014	750.00	Supplemental Pay	RD

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Distance Learning	Elena Novak	Visiting Assistant Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Jane Olmsted	Department Head	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Ian Paul Schme	Assistant Professor	2/27/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Julia Frances Shadoan	Professor	12/18/2014	750.00	Supplemental Pay	RD
Distance Learning	Ritchie Don Taylor	Associate Professor	2/27/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Elizabeth Grace Winkler	Associate Professor	12/18/2014	2,750.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	11/25/2014	1,000.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Clint Haynes	Assistant Professor	11/25/2014	1,000.00	Supplemental Pay	RD
Dual Credit	Andrew James Head	Executive-In-Residence	1/30/2015	2,500.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heinuzman	Instructor	11/25/2014	1,280.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heinuzman	Instructor	2/27/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	11/25/2014	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	2/27/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	11/25/2014	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	2/27/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Carmetta Charlotte Skipworth	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Rachel Lisabeth Walston	Instructor	11/25/2014	320.00	Supplemental Pay	RD
Dual Credit	Dennis P. Wilson	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	RD
English	Thomas Christian Hunley	Associate Professor	12/18/2014	250.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Tonteece Dye	Assistant Professor	12/18/2014	112.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Tonteece Dye	Assistant Professor	2/27/2015	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Elizabeth D. Hall	Associate Professor	12/18/2014	112.00	Supplemental Pay	E&G
Health & Fitness Lab	Elizabeth D. Hall	Associate Professor	2/27/2015	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Quentin Maurice Hollis	Associate Professor	12/18/2014	120.00	Supplemental Pay	Grant
Health & Fitness Lab	Jill M Maples	Assistant Professor	12/18/2014	176.00	Supplemental Pay	E&G
Health & Fitness Lab	Jill M Maples	Assistant Professor	2/27/2015	128.00	Supplemental Pay	E&G
Health & Fitness Lab	Fred Wayne Gibson	Associate Professor	2/27/2015	250.00	Supplemental Pay	RD
High School Football Championships	Nikolai Endres	Professor	2/27/2015	100.00	Supplemental Pay	E&G
Honors College	Jane Loring Mathison Fife	Associate Professor	2/27/2015	200.00	Supplemental Pay	E&G
Honors College	Angela L. Jones	Associate Professor	2/27/2015	100.00	Supplemental Pay	E&G
Honors College	William David LeNoir	Professor	2/27/2015	100.00	Supplemental Pay	E&G
Kelly Autism Program	Martha J. Boman	Associate Professor	12/18/2014	4,000.00	Supplemental Pay	FDN
Kelly Autism Program	H. Randall Cepps	Scholar-In-Residence	2/27/2015	6,000.00	Supplemental Pay	FDN
KIIS	Eddy Alain Cuisinier	Instructor	11/25/2014	125.00	Supplemental Pay	RD
KIIS	William N. Mkanata	Associate Professor	11/25/2014	125.00	Supplemental Pay	RD
Lifelong Learning	John Paul Baker	Assistant Professor	2/27/2015	262.50	Supplemental Pay	RD
Lifelong Learning	Carol B. Bradford	Instructor	2/27/2015	2,000.00	Supplemental Pay	RD
MBA	Christopher Lloyd Brown	Chair	11/25/2014	4,500.00	Supplemental Pay	E&G
MBA	Feng Heien Liang	Assistant Professor	11/25/2014	3,300.00	Supplemental Pay	E&G
MBA	Craig A. Martin	Professor	11/25/2014	4,500.00	Supplemental Pay	E&G
MBA	Paula Wurth Potter	Chair	2/27/2015	3,000.00	Supplemental Pay	E&G
MBA	Brian Kent Strow	Associate Professor	11/25/2014	3,000.00	Supplemental Pay	E&G
MSW Cohorts	Amy C. Cappiccie	Associate Professor	12/18/2014	2,250.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
MSW Cohorts	Amy C. Cappiccie	Associate Professor	1/30/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	2/27/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Wesley Jay Gabbard	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	RD
Music	Michael J. Kallstrom	Professor	2/27/2015	225.00	Supplemental Pay	E&G
Psychology	Jenni Lynne Redifer	Assistant Professor	11/25/2014	1,000.00	Supplemental Pay	E&G
School of Professional Studies	Sara Northerner	Assistant Professor	12/18/2014	475.00	Supplemental Pay	E&G
Software Solutions	Guangming Xing	Professor	12/18/2014	6,185.64	Supplemental Pay	RD
Study Abroad	Lorraine Bornmann	Assistant Professor	2/27/2015	1,000.00	Supplemental Pay	E&G
Study Abroad	Patricia Hagler Minter	Associate Professor	2/27/2015	1,000.00	Supplemental Pay	E&G
Study Away Program	Brent Alan Bjorkman	Director	1/30/2015	900.00	Supplemental Pay	RD
Study Away Program	Brent Alan Bjorkman	Director	2/27/2015	900.00	Supplemental Pay	RD
Study Away Program	Warren Campbell	Associate Professor	1/30/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Warren Campbell	Associate Professor	2/27/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Elizabeth D. Hall	Associate Professor	1/30/2015	1,500.00	Supplemental Pay	RD
Study Away Program	Elizabeth D. Hall	Associate Professor	2/27/2015	1,500.00	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Professor	1/30/2015	1,500.00	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Professor	2/27/2015	1,500.00	Supplemental Pay	RD
Study Away Program	Thomas Keith Phillips	Professor	1/30/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Thomas Keith Phillips	Professor	2/27/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	1/30/2015	4,500.00	Supplemental Pay	RD
Study Away Program	Brian Kent Strow	Associate Professor	1/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Brian Kent Strow	Associate Professor	2/27/2015	750.00	Supplemental Pay	RD
Study Away Program	Claudia Wood Strow	Associate Professor	1/30/2015	2,225.00	Supplemental Pay	RD
Study Away Program	Claudia Wood Strow	Associate Professor	2/27/2015	2,250.00	Supplemental Pay	RD
Summer School	Brian L. Goff	Professor	1/30/2015	4,500.00	Supplemental Pay	E&G
WKU Research Foundation	Gerhard K. Daday	Interim Dir, CFD & Assc. Prof.	12/18/2014	658.80	Supplemental Pay	E&G
WKU Research Foundation	Elizabeth J. Gish	Assistant Professor	1/30/2015	993.12	Supplemental Pay	E&G
WKU Research Foundation	Elizabeth J. Gish	Assistant Professor	2/27/2015	993.12	Supplemental Pay	E&G
WKU Research Foundation	Michelle Sharmaine Hollis	Assistant Dean	1/30/2015	536.00	Supplemental Pay	E&G
WKU Research Foundation	Gary Wayne Houchens	Associate Professor	12/18/2014	1,332.20	Supplemental Pay	E&G
WKU Research Foundation	Jana Vaughn Kirchner	Assistant Professor	12/18/2014	1,050.80	Supplemental Pay	E&G
WKU Research Foundation	Eric Kondratieff	Assistant Professor	1/30/2015	3,272.40	Supplemental Pay	E&G
WKU Research Foundation	Stephen Stuart O'Connor	Assistant Professor	12/18/2014	747.52	Supplemental Pay	E&G
WKU Research Foundation	Peggy D. Otto	Assistant Professor	1/30/2015	1,978.56	Supplemental Pay	E&G
WKU Research Foundation	Amber Nicole Schroeder	Assistant Professor	12/18/2014	1,333.20	Supplemental Pay	E&G
WKU Research Foundation	Rebecca R. Stobaugh	Assistant Professor	12/18/2014	1,074.00	Supplemental Pay	E&G
WKU Research Foundation	Tamara Van Dyken	Assistant Professor	1/30/2015	1,958.88	Supplemental Pay	E&G
WKU Research Foundation	Jie Zhang	Assistant Professor	12/18/2014	1,103.60	Supplemental Pay	E&G
CFL - Social Work	Allison Gibson	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
CFL - Social Work	Hester Vivian Hurt	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Communication Disorders - NY	Janice Carter Smith	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Family and Consumer Sciences	Dora Babb	Part-Time Faculty	1/30/2015	1,500.00	Winter Teaching Pay	E&G
Winter Session	Melba Ivelisse Amador Medina	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Audrey L. Anton	Part-Time Faculty	1/30/2015	2,400.00	Winter Teaching Pay	RD

Faculty One Time Payments
For the Period November 1, 2014 through February 28, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Scott W. Arnett	Part-Time Faculty	1/30/2015	2,700.00	Winter Teaching Pay	RD
Winter Session	Kenneth Brent Askins	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Nedra Skaggs Atwell	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Vicki Susan Bagwell	Part-Time Faculty	1/30/2015	3,150.00	Winter Teaching Pay	RD
Winter Session	John Paul Baker	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	David Michael Beckworth	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	James I. Berger	Part-Time Faculty	1/30/2015	1,500.00	Winter Teaching Pay	RD
Winter Session	Erica Cole Billingsley	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	William Porter Blackburn	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Daniel P. Boden	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Dawn Langkamp Bolton	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Martha J. Boman	Part-Time Faculty	1/30/2015	1,500.00	Winter Teaching Pay	RD
Winter Session	Scott W. Bonham	Part-Time Faculty	1/30/2015	3,000.00	Winter Teaching Pay	RD
Winter Session	Dana Burr Bradley	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Imelda N. Bratton	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Amy M. Brausch	Part-Time Faculty	1/30/2015	3,750.00	Winter Teaching Pay	RD
Winter Session	Jeffrey R. Bright	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Barbara G. Burch	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Stuart Campbell Burris	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Amy C. Cappiccie	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Ingrid Adriana Cartwright	Part-Time Faculty	1/30/2015	2,100.00	Winter Teaching Pay	RD
Winter Session	Indudeep S. Chhachhi	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	John Michael Cipolla	Part-Time Faculty	1/30/2015	2,700.00	Winter Teaching Pay	RD
Winter Session	Ismail Civelek	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Amanda Gail Clark	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Kristal Clayton	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	LeAnne Coder	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Phillip Duane Coleman	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Gerhard K. Daday	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Darwin Bradley Dahl	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Susann Davis	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Terry R. Dean	Part-Time Faculty	1/30/2015	250.00	Winter Teaching Pay	RD
Winter Session	Anthony Mark Doggett	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Richard A. Dressler	Part-Time Faculty	1/30/2015	5,100.00	Winter Teaching Pay	RD
Winter Session	Joshua David Durkee	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Lacretia Toncee Dye	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Charlotte Ann Elder	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Gregory Earle Ellis-Griffith	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Chandrakanth Emami	Part-Time Faculty	1/30/2015	5,100.00	Winter Teaching Pay	RD
Winter Session	Francis Travis Esslinger	Part-Time Faculty	1/30/2015	3,150.00	Winter Teaching Pay	RD
Winter Session	Keri A. Esslinger	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Gina Sobrero Evans	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	John Richard Faine	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Frank Wensheng Fan	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD

Faculty One Time Payments
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Colin Farrell	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Barbara Ann Fiehn	Part-Time Faculty	1/30/2015	3,000.00	Winter Teaching Pay	RD
Winter Session	Lukas Forbes	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Lloren A. Foster	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Stephanie Kay Gandy	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Marilyn M. Gardner	Part-Time Faculty	1/30/2015	3,375.00	Winter Teaching Pay	RD
Winter Session	Fred Wayne Gibson	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Margaret Gichuru	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Margaret Gichuru	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Linda Brown Gonzales	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Victoria Anice Gordon	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Mary Kimberly Green	Part-Time Faculty	1/30/2015	1,500.00	Winter Teaching Pay	RD
Winter Session	Frederick G. Grieve	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Scott Allen Grubbs	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Anthony A. Harkins	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Darbi Jean Haynes-Lawrence	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Donna Lynn Hey	Part-Time Faculty	1/30/2015	3,000.00	Winter Teaching Pay	RD
Winter Session	Michelle Sharmaine Hollis	Part-Time Faculty	1/30/2015	6,000.00	Winter Teaching Pay	RD
Winter Session	Jerod Hollyfield	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Xiaoxia Huang	Part-Time Faculty	1/30/2015	1,500.00	Winter Teaching Pay	RD
Winter Session	Aaron Wilson Hughey	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Janice Ray Hunt-Shepherd	Part-Time Faculty	1/30/2015	6,000.00	Winter Teaching Pay	RD
Winter Session	Kumi Ishii	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Daniel Dow Jackson	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Guy D. Jordan	Part-Time Faculty	1/30/2015	2,400.00	Winter Teaching Pay	RD
Winter Session	Pamela M. Jukes	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	James W. Kanan	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Jeffrey Paul Kash	Part-Time Faculty	1/30/2015	3,150.00	Winter Teaching Pay	RD
Winter Session	Hanna A. Khouryieh	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Michael W. Killen	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Jae Jang Kim	Part-Time Faculty	1/30/2015	4,050.00	Winter Teaching Pay	RD
Winter Session	Elizabeth Gail Kirby	Part-Time Faculty	1/30/2015	3,000.00	Winter Teaching Pay	RD
Winter Session	Jenia Dusteen Knotts	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Amy C. Krull	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Tracy Lane	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Bruce Arthur Larson	Part-Time Faculty	1/30/2015	1,000.00	Winter Teaching Pay	RD
Winter Session	Grace K. Lartey	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Scott J. Lasley	Part-Time Faculty	1/30/2015	3,900.00	Winter Teaching Pay	RD
Winter Session	Alexander G. Lebedinsky	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Kimberly Ann Link	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Deborah A. Logan	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Jeremy B. Maddox	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Maria Eve Main	Part-Time Faculty	1/30/2015	1,000.00	Winter Teaching Pay	RD
Winter Session	Gayle Marcus Mailinger	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Craig A. Martin	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	John E. Martin	Part-Time Faculty	1/30/2015	3,300.00	Winter Teaching Pay	E&G
Winter Session	Margaret G. Maxwell	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Jessica Marie McClanahan	Part-Time Faculty	1/30/2015	3,600.00	Winter Teaching Pay	RD
Winter Session	Kerrie Lynn McDaniel	Part-Time Faculty	1/30/2015	6,750.00	Winter Teaching Pay	RD
Winter Session	Kathryn Joanna Phillips Melancon	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Megan Kathleen Miller	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Richard Charles Miller	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Julia Anne Mittelberg	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	William N. Mlkanta	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	John A. Moore	Part-Time Faculty	1/30/2015	1,375.00	Winter Teaching Pay	RD
Winter Session	Lora Wills Moore	Part-Time Faculty	1/30/2015	3,600.00	Winter Teaching Pay	RD
Winter Session	Isabel Mukonyora	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Lisa D. Murley	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	John M. Musalia	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Carl L. Myers	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Michael Anthony Nichols	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Terry L. Obee	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Evelyn Montcal Oregon	Part-Time Faculty	1/30/2015	3,600.00	Winter Teaching Pay	RD
Winter Session	Andrea Paganelli	Part-Time Faculty	1/30/2015	1,500.00	Winter Teaching Pay	RD
Winter Session	Shane M. Palmquist	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Janelle Anne Peeler	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Ke Peng	Part-Time Faculty	1/30/2015	300.00	Winter Teaching Pay	RD
Winter Session	Lester L. Pesterfield	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Pamela Jean Petty	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Judy S. Pierce	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Raymond Arthur Poff	Part-Time Faculty	1/30/2015	3,375.00	Winter Teaching Pay	RD
Winter Session	Alexander B. Poole	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Paula Wurth Potter	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Elizabeth C. Pyle	Part-Time Faculty	1/30/2015	600.00	Winter Teaching Pay	RD
Winter Session	Kelly L. Reames	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Claire A. Rinehart	Part-Time Faculty	1/30/2015	6,000.00	Winter Teaching Pay	RD
Winter Session	Jill Duba Sauerheber	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Mark Anthony Schafer	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Donna Kay Schiess	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Ian Paul Schnee	Part-Time Faculty	1/30/2015	3,600.00	Winter Teaching Pay	RD
Winter Session	David Anthony Serafini	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Matthew Clinton Shake	Part-Time Faculty	1/30/2015	3,000.00	Winter Teaching Pay	RD
Winter Session	Nilesh Chandra Sharma	Part-Time Faculty	1/30/2015	5,100.00	Winter Teaching Pay	RD
Winter Session	Deborah Carr Linville Shivel	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Doris A. Sikora	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Lynette Sue Smith	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Chad A. Snyder	Part-Time Faculty	1/30/2015	3,750.00	Winter Teaching Pay	RD
Winter Session	Steven L. Spencer	Part-Time Faculty	1/30/2015	1,800.00	Winter Teaching Pay	RD

Faculty One Time Payments
For the Period November 1, 2014 through February 28, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Michael Shane Spiller	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Ajay Srivastava	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Mark Andrew Staynings	Part-Time Faculty	1/30/2015	3,750.00	Winter Teaching Pay	RD
Winter Session	Tammie Lynn Stenger-Ramsey	Part-Time Faculty	1/30/2015	1,000.00	Winter Teaching Pay	RD
Winter Session	Fred E. Stickle	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Thomas Bradley Stinnett	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Rebecca R. Stobaugh	Part-Time Faculty	1/30/2015	6,000.00	Winter Teaching Pay	RD
Winter Session	Rebecca R. Stobaugh	Part-Time Faculty	1/30/2015	6,000.00	Winter Teaching Pay	RD
Winter Session	Timothy D. Straubel	Part-Time Faculty	1/30/2015	3,600.00	Winter Teaching Pay	RD
Winter Session	Brian Kent Strow	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Brian Sullivan	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Francesca D. Sunkin	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Robyn K. Swanson	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Judith Szerdahelyi	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Ritchie Don Taylor	Part-Time Faculty	1/30/2015	3,750.00	Winter Teaching Pay	RD
Winter Session	Brandy Nicole Tiernan	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD
Winter Session	Patricia R. Todd	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Carrie Trojan	Part-Time Faculty	1/30/2015	2,700.00	Winter Teaching Pay	RD
Winter Session	Mathew L. Tullis	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Joel Frederick Turner	Part-Time Faculty	1/30/2015	2,280.00	Winter Teaching Pay	RD
Winter Session	Rico T. Tyler	Part-Time Faculty	1/30/2015	750.00	Winter Teaching Pay	RD
Winter Session	Paula Ann Upright	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Yerty Marcela Vandermolien	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Cecilia Michelle Watkins	Part-Time Faculty	1/30/2015	2,625.00	Winter Teaching Pay	RD
Winter Session	Adam R. West	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Dennis P. Wilson	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD
Winter Session	Dawn Garrett Wright	Part-Time Faculty	1/30/2015	2,250.00	Winter Teaching Pay	RD

* Funding Source Codes:

E&G - Education and General
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FDN - Foundation

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E&G - Education and General
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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Academic Advising and Retention Ctr	Julia Johnson	Transfer Academic Advisor	02/16/2015		30,000.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	Amber Nicole Roberts	Transfer Academic Advisor	02/09/2015		36,996.00	Initial Appointment	E&G	
Admissions Office	Morgan Elizabeth Graham	Admissions Associate	02/13/2015		23,616.00	Initial Appointment	E&G	
Admissions Office	Kimberley Ann Harlow	Coordinator, CRM Applications	02/24/2015		36,000.00	Initial Appointment	E&G	
Alumni Relations	Laura Forshee Smith	Asst Dir, Alumni Relations	01/05/2015		40,008.00	Initial Appointment	E&G	
Art	Connie Jo McNeil	Office Associate	01/12/2015		29,976.00	Initial Appointment	E&G	
Athletics	Craig Douglas Bere	Assistant Coach	01/21/2015		38,004.00	Initial Appointment	E&G	
Building Services	Misty Rhonda Faye Eakles	Building Services Attendant I	02/02/2015		16,107.00	Initial Appointment	E&G	
Building Services	Charles Edward James	Building Services Attendant II	02/09/2015		16,107.00	Initial Appointment	E&G	
Building Services	Dianna K Schaefer	Building Services Attendant I	02/02/2015		16,107.00	Initial Appointment	E&G	
Building Services	Jeremy Allen Smidt	Building Services Attendant I	02/02/2015		16,107.00	Initial Appointment	E&G	
Building Services	Brittany N. Updegraff	Building Services Attendant I	02/02/2015		16,107.00	Initial Appointment	E&G	
Bursar	Heather Leeann Talley	Billings/Rec Accts Specialist	02/23/2015		25,536.00	Initial Appointment	E&G	
College of Health & Human Services	Neale R. Chumbler	Dean	03/23/2015		175,008.00	Initial Appointment	E&G	
Comm Tech - AV Services	Sean Patrick Owsley	AV Support Specialist	01/05/2015		31,680.00	Initial Appointment	E&G	
Communication Technologies	Jason Allen Cansler	IT Project Manager	11/10/2014		48,024.00	Initial Appointment	E&G	
Distance Learning	Ryan Travis Black	Instructional Support Spec.	12/01/2014		31,248.00	Initial Appointment	RD	
Distance Learning	Andrew David Swanson	Instructional Support Spec.	11/17/2014		38,400.00	Initial Appointment	RD	
Engineering	Jason C Wilson	Engineering Technician	12/01/2014		57,600.00	Initial Appointment	E&G	
Facilities Management	Jason N Phelps	Building Services Attendant I	02/02/2015		16,107.00	Initial Appointment	E&G	
Housing & Residence Life	Michel McBride	Asst Residence Hall Director	01/05/2015		15,984.00	Initial Appointment	Aux	
Institute for Rural Health	Sherra Lynn Coulter	Office Coordinator	11/17/2014		31,620.00	Initial Appointment	E&G	
International Student Office	Toni Rae Dye	Intl Student & Scholar Advisor	12/09/2014		35,004.00	Initial Appointment	E&G	
Ogden College of Science & Engr	Wade William Decker	Tool and Die Maker	01/20/2015		37,500.00	Initial Appointment	E&G	
Plant Operations	Christopher Douglas Bartley	Painter 1	12/01/2014		26,325.00	Initial Appointment	E&G	
Police	John William Houghton	Police Officer	01/30/2015		28,392.00	Initial Appointment	E&G	
Police	Rodney Lynn McMillin	Police Officer	01/30/2015		31,488.00	Initial Appointment	E&G	
Police	Kathleen Woodward Orndorff	Police Officer	01/05/2015		28,392.00	Initial Appointment	E&G	
Police	Tyler Afton Shaw	Communications Officer	02/16/2015		23,088.00	Initial Appointment	E&G	
Public Radio Services	Pamela Michelle Bennett	Manager, Development	02/09/2015		50,004.00	Initial Appointment	Split	
School of Nursing	Melissa Blankenship Hamlin	Data Mgmt & Mktng Specialist	01/20/2015		40,008.00	Initial Appointment	E&G	
Social Work	Benita W Langley	Office Associate	11/10/2014		27,792.00	Initial Appointment	E&G	
Sociology	Karen Dawn Hume	Office Associate	02/23/2015		29,016.00	Initial Appointment	E&G	
Student Activity, Org & Leadership	Joselynn N. Brandon	Coord, Student Activities	01/12/2015		39,000.00	Initial Appointment	Aux	
WKU - Glasgow	Timothy Mark Wilson	Building Services Attendant I	02/02/2015		19,149.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	Christopher Roberts Jensen	Associate Director	03/01/2015	47,004.00	47,004.00	Reappointment	E&G	
Center for R&D	Douglas D. Rohrer	Associate VP for R&D	12/01/2014	132,720.00	132,720.00	Reappointment	Split	

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Ed Leadership	Courtney Austin Kepple	Office Associate	01/01/2015	28,512.00	28,512.00	Reappointment	Grant	
Office of Research	Scott C. Broughton	Director	12/01/2014	101,016.00	101,016.00	Reappointment	Split	
Office of Research	Kristi M. Simmons	Data Management Specialist	12/01/2014	40,008.00	40,008.00	Reappointment	Split	
Office of Research	Timothy J Vickers	Advd Manufacturing Specialist	12/01/2014	85,860.00	85,860.00	Reappointment	Split	
Office of Research	Paula Farmer Mattison	Director, Business Operations	12/01/2014	70,620.00	70,620.00	Reappointment	Split	
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	01/01/2015	43,752.00	43,752.00	Reappointment	Grant	
Building Services	Wayne Dale Nelson	Building Services Attendant II	01/12/2015	17,608.50	17,608.50	Rehire	E&G	
Center for Gifted Studies	Samual Joseph Oldenburg	Coord, Tech & Communications	01/20/2015	35,004.00	35,004.00	Rehire	RD	
Geography & Geology	Terry L. Langford	Curatorial Specialist	01/01/2015	55,296.00	55,296.00	Rehire	Grant	
Housing & Residence Life	Kelly Matlack	Coordinator, HRL	02/02/2015	33,504.00	33,504.00	Rehire	Aux	
Men's Football	Zachary Gene Lankford	Coord, Offensive Quality Ctrl.	03/02/2015	29,004.00	29,004.00	Rehire	E&G	
Police	Tann Suoy	Police Officer	01/30/2015	31,488.00	31,488.00	Rehire	E&G	
Registrar's Office	Janie Kay Pruitt	Student Records Associate	01/05/2015	24,816.00	24,816.00	Rehire	E&G	
Student Activity, Org & Leadership	Randall P. Bogard	Asst. Dir/Student Activities	01/12/2015	44,496.00	44,496.00	Rehire	E&G	
Student Financial Assistance	Joseph Peyton Collins	KEES Scholarship Coordinator	02/02/2015	26,580.00	26,580.00	Rehire	E&G	
Academic Technology	Brandon S. Peters	Sr. Info Tech Consultant	01/01/2015	41,820.00	51,012.00	Reclassification	E&G	
Access Control	Edwin Quentin Hughes	Access Control Administrator	01/01/2015	35,388.00	39,396.00	Reclassification	E&G	
Admissions Office	Geneva Mae Taylor	Mgr, Orientation & Admissions	04/01/2015	33,408.00	40,008.00	Reclassification	E&G	
Campus Services	Leah D. Hopwood	Arborist	01/01/2015	28,801.50	35,880.00	Reclassification	E&G	
Development Creative Services	Deanna M. Jenkins	Communications Specialist	01/01/2015	31,452.00	34,656.00	Reclassification	E&G	
Development Creative Services	Emily Trabue Scott	Asst Dir, Creative Services	01/01/2015	40,356.00	43,560.00	Reclassification	E&G	
Farm	Jeremy C. Waddell	Manager, Dairy & Livestock	01/01/2015	45,000.00	52,500.00	Reclassification	E&G	
Office of Internationalization	Andrea Nicole Cheney	Asst Director, Intl Programs	01/01/2015	43,500.00	55,008.00	Reclassification	E&G	
Purchasing and Accounts Payable	Pamela Jean Davidson	Mgr, Procurement Card Program	01/01/2015	41,148.00	48,000.00	Reclassification	E&G	
Purchasing and Accounts Payable	Marci Caldwell Morehead	Sourcing/Procurement Card Admn	01/01/2015	31,812.00	39,804.00	Reclassification	E&G	
Tech Support Serv-Desktop Support	Brice Alan Boyer	Desktop Support Systems Eng.	01/01/2015	42,840.00	48,000.00	Reclassification	E&G	
Tech Support Serv-Desktop Support	Stephen John Lancaster	Manager, Desktop Support	01/01/2015	48,480.00	58,008.00	Reclassification	E&G	
Technical Support Serv-ResNet	James Harold Kennedy	Manager, ResNet	01/01/2015	52,260.00	58,008.00	Reclassification	E&G	
The WKU Store	Linda Marie Harm	Gift and Supplies Buyer	10/01/2014	26,325.00	35,002.50	Reclassification	Aux	
The WKU Store	Sara Kay Moore	Accounts Payable Associate	10/01/2014	23,088.00	34,008.00	Reclassification	Aux	
WKU - E-town/Fort Knox	Beatrice Jean Cobb	Coordinator, Military Programs	01/01/2015	38,148.00	42,204.00	Reclassification	E&G	
WKU - Glasgow	Larry Howell	Senior Zone Maintenance Tech I	01/01/2015	27,475.50	33,325.50	Reclassification	E&G	
WKU - Owensboro	Ashley Belcher Sorce	Student Support/Ac Prg Liaison	01/01/2015	31,104.00	35,604.00	Reclassification	E&G	
Purchasing and Accounts Payable	Teresa M. Jackson	Procurement Associate	02/02/2015	24,000.00	24,000.00	Rehire of a Retiree	E&G	
Building Services	Kasey M Attack	Building Services Attendant I	01/12/2015	\$8.26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Chris B Avery	Building Services Attendant I	01/12/2015	\$8.26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Taylor Nicole Blair	Building Services Attendant I	01/12/2015	\$8.26/hr	16,107.00	Status Change (PT to FT)	E&G	

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Building Services	Christina Lee Brown	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Tiana Latrice Burns	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Mason Riley Cline	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Ray A Darden	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Seth Miller Fisher	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Amanda Hope Ledbetter	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Tanya R Lindsey	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Heather Ann Miller	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Misty Dawn Miller	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Quinco S Smith	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Jesse Nathaniel Thurman	Building Services Attendant I	01/12/2015	\$8,26/hr	16,107.00	Status Change (PT to FT)	E&G	
Hilltopper Athletic Foundation	Leah Oceana Doster	Coord, Membership Services	01/08/2015	\$13,222/hr	30,000.00	Status Change (PT to FT)	E&G	
Technical Support Serv-IT Helpdesk	Kalliegh Anna Belda	Help Desk Consultant	01/05/2015	\$14,144/hr	39,936.00	Status Change (PT to FT)	E&G	
Technical Support Serv-IT Helpdesk	Autumn Nicole Jarvis	Help Desk Consultant	01/05/2015	\$14,722/hr	39,936.00	Status Change (PT to FT)	E&G	
Alumni Relations	Teresa Lynne Morrison	Associate Director	01/01/2015	45,840.00	45,840.00	Title Change	E&G	
Alumni Relations	Kara Hogue Neidell	Assistant Director	01/01/2015	39,024.00	39,024.00	Title Change	E&G	
Continuing & Prof Development Admin	Robertta S. Parrigin	Program Manager, CWD	12/01/2014	62,832.00	62,832.00	Title Change	RD	
Development Creative Services	Carol Elaine Cummings	Director, Communication	01/01/2015	54,396.00	54,396.00	Title Change	E&G	
Development Creative Services	Sean Patrick Ward	Director, Mktg & Communication	01/01/2015	57,384.00	57,384.00	Title Change	E&G	
Distance Learning	Wren Allen Mills	DL Training Coordinator	12/01/2014	48,036.00	48,036.00	Title Change	RD	
Enrollment Management	Sharon Elaine Hunter	Dir, SEM and Retention Support	01/01/2015	61,092.00	61,092.00	Title Change	E&G	
Facilities Management	Johnny E. Allen	Supervisor I, Heat Plant	02/03/2015	50,349.00	50,349.00	Title Change	E&G	
Facilities Management	Paul W. Barbour	Sr Steam System Technician I	02/03/2015	38,824.50	38,824.50	Title Change	E&G	
Facilities Management	Travis James Coleman	Steam System Technician I	02/03/2015	31,570.50	31,570.50	Title Change	E&G	
Facilities Management	Philip H. Harmon	Sr Steam System Technician I	02/03/2015	49,296.00	49,296.00	Title Change	E&G	
Facilities Management	Loren L. Lasley	Steam System Technician I	02/03/2015	31,726.50	31,726.50	Title Change	E&G	
Facilities Management	John W. Mohon	Sr Steam System Technician I	02/03/2015	38,824.50	38,824.50	Title Change	E&G	
Facilities Management	Milton R. Montgomery	Steam System Technician I	02/03/2015	32,038.50	32,038.50	Title Change	E&G	
Facilities Management	Mending H. Travillian	Sr Steam System Technician I	02/03/2015	38,824.50	38,824.50	Title Change	E&G	
Technical Support Serv-IT Helpdesk	Charles William Plemons	Manager, Helpdesk	01/01/2015	59,316.00	59,316.00	Title Change	E&G	
Admissions Office	Laura Elizabeth Heidel	Coordinator, Campus Visits	02/18/2015	29,868.00	35,712.00	Transfer	E&G	
Admissions Office	Jennifer G. Robbins	Office Coordinator	12/01/2014	26,520.00	29,328.00	Transfer	E&G	
Bursar	Lori Lee Brown	Receivables Specialist	12/01/2014	24,972.00	26,016.00	Transfer	E&G	
Bursar	Monica L. Rector	Accounts Specialist	02/01/2015	31,188.00	24,972.00	Transfer	E&G	
Campus Services	Christopher Jon Sebaugh	Waste Reduction Associate	12/01/2014	16,614.00	18,037.50	Transfer	E&G	
Communication Sciences & Disorders	Shannon Bridges	Office Associate	02/13/2015	23,616.00	26,004.00	Transfer	E&G	
Enterprise Applications & Prgrmg	Eric Ryan Wolfe	Director	02/02/2015	62,532.00	80,400.00	Transfer	E&G	

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Extended Learning & Outreach (DELO)	Vicki Lynn Armstrong	Administrative Assistant	12/01/2014	28,956.00	32,640.00	Transfer	RD	
Gatton Academy of Math and Science	Zachary K. Ryle	Asst Dir, Admsns & Public Relation:	11/24/2014	33,600.00	45,000.00	Transfer	E&G	
International Student Office	Angela Dawn Byrd	Int'l Data & Systems Analyst	02/16/2015	36,096.00	40,020.00	Transfer	E&G	
KIIS	Henry Christian Bierwirth	Executive Director Emeritus	01/01/2015	80,376.00	40,008.00	Transfer	RD	
KIIS	Maria Canning	Programs Coordinator	01/01/2015	31,536.00	35,940.00	Transfer	RD	
KIIS	John A. Dizgun	Executive Director, KIIS	01/01/2015	50,004.00	68,004.00	Transfer	RD	
KIIS	Rebekah Joy Golla	Assistant Director	01/01/2015	41,064.00	45,180.00	Transfer	RD	
KIIS	Haley Ann McTaggart	Office Manager	01/01/2015	26,436.00	30,060.00	Transfer	RD	
Men's Football	Jackson Bryan Ellis	Assistant Coach	03/01/2015	29,004.00	55,008.00	Transfer	E&G	
Student Financial Assistance	Susan Lynn Fitzpatrick	Scholarship Specialist	02/11/2015	26,736.00	28,860.00	Transfer	E&G	
Student Financial Assistance	Amanda Dawn Tinsley	Coord, Satisfactory Acadm Progress	02/01/2015	30,372.00	32,772.00	Transfer	E&G	
Study Away Program	Diana Cimard Howard	Coordinator, Study Away Program	01/01/2015	23,625.00	36,000.00	Transfer	RD	
The Wku Store	Summer C. Bolton	E-Commerce Associate	02/01/2015	23,076.00	34,983.00	Transfer	Aux	
Upward Bound	Cameron Carr-Calvert	Academic Coordinator	02/16/2015	33,348.00	38,004.00	Transfer	Grant	
Allied Health	Jo Ellen Scruggs	Office Coordinator	01/01/2015	29,940.00	32,448.00	Temp Rate Increase	E&G	Begin
Allied Health	Jo Ellen Scruggs	Office Coordinator	12/31/2015	32,448.00	29,940.00	Temp Rate Increase	E&G	End
Bursar	Monica L. Rector	Accounts Specialist	02/01/2015	24,972.00	31,188.00	Temp Rate Increase	E&G	Begin
Bursar	Monica L. Rector	Accounts Specialist	07/01/2015	31,188.00	24,972.00	Temp Rate Increase	E&G	End
Communication Technologies	Sarah Beth Epley	Office Associate	01/01/2015	25,512.00	35,208.00	Temp Rate Increase	E&G	Begin
Communication Technologies	Sarah Beth Epley	Office Associate	07/01/2015	35,208.00	25,512.00	Temp Rate Increase	E&G	End
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	01/26/2015	23,010.00	24,956.00	Temp Rate Increase	E&G	Begin
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	03/23/2015	24,956.00	23,010.00	Temp Rate Increase	E&G	End
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg Svcs.	01/26/2015	24,141.00	26,091.00	Temp Rate Increase	E&G	Begin
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg Svcs.	03/23/2015	26,091.00	24,141.00	Temp Rate Increase	E&G	End
Facilities Management	Ben Thomas Spitzer	Area Technician III	11/03/2014	36,699.00	41,515.50	Temp Rate Increase	E&G	Begin
Facilities Management	Ben Thomas Spitzer	Area Technician III	05/03/2015	41,515.50	36,699.00	Temp Rate Increase	E&G	End
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	01/05/2015	53,761.50	63,999.00	Temp Rate Increase	E&G	Begin
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	05/01/2015	63,999.00	53,761.50	Temp Rate Increase	E&G	End
General Counsel	Lauren Harrell Ossello	Executive Legal Assistant	01/05/2015	46,512.00	50,004.00	Temp Rate Increase	E&G	Begin
General Counsel	Lauren Harrell Ossello	Executive Legal Assistant	07/01/2015	50,004.00	46,512.00	Temp Rate Increase	E&G	End
Housing & Residence Life	Lydia Blankenship	Asst Residence Hall Director	03/09/2015	15,984.00	23,496.00	Temp Rate Increase	Aux	Begin
Housing & Residence Life	Lydia Blankenship	Asst Residence Hall Director	07/01/2015	23,496.00	15,984.00	Temp Rate Increase	Aux	End
Housing & Residence Life	Ethan Allen Sykes	Asst Residence Hall Director	01/01/2015	16,488.00	23,496.00	Temp Rate Increase	Aux	Begin
Housing & Residence Life	Ethan Allen Sykes	Asst Residence Hall Director	07/01/2015	23,496.00	16,488.00	Temp Rate Increase	Aux	End
Plant Operations	Gary Steven Croslin	Central Team Coordinator I	01/12/2015	40,443.00	44,460.00	Temp Rate Increase	E&G	Begin
Plant Operations	Gary Steven Croslin	Central Team Coordinator I	07/12/2015	44,460.00	40,443.00	Temp Rate Increase	E&G	End
Postal Services	Melissa Shea Hayden	Postal Services Associate	07/01/2015	25,560.00	27,612.00	Temp Rate Increase	E&G	Begin

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Postal Services	Melissa Shea Hayden	Postal Services Associate	07/01/2015	27,612.00	25,560.00	Temp Rate Increase End	E&G	
Student Financial Assistance	Lois Oates Tidwell	Financial Aid Coordinator	01/16/2015	38,256.00	43,656.00	Temp Rate Increase Begin	E&G	
Student Financial Assistance	Lois Oates Tidwell	Financial Aid Coordinator	07/01/2015	43,656.00	38,256.00	Temp Rate Increase End	E&G	
Environment, Health & Safety	Anita Ann Britt	Env Air Quality Specialist	01/01/2015	40,536.00	42,528.00	Salary Increase	E&G	ADDED
Environment, Health & Safety	Kathy Douglas Penick	Emergency Planning Specialist	01/01/2015	36,804.00	38,640.00	Salary Increase	E&G	ADDED
Student Financial Assistance	Ivana Clay	Financial Aid Outreach Counselor	01/01/2015	30,372.00	32,772.00	Salary Increase	E&G	ADDED
Student Financial Assistance	Kristie Faye Hughes	Coord, Fin. Aid Info. Systems	01/01/2015	36,984.00	39,984.00	Salary Increase	E&G	ADDED
University Centers	Cynthia L. Morris	Operations Coordinator	01/01/2015	34,992.00	37,992.00	Salary Increase	Aux	ADDED
International Enrollment Mgmt	Sarah Elizabeth Madden	Coordinator, Intl Admissions	01/01/2015	34,512.00	37,284.00	Salary Increase	E&G	MKTEQ
International Enrollment Mgmt	Muhammad Raza N. Tiwana	Chief International Officer	01/01/2015	73,740.00	90,000.00	Salary Increase	E&G	MKTEQ
Men's Football	Gregory Oscar Brohm	Director, Football Operations	03/01/2015	74,508.00	82,512.00	Salary Increase	E&G	MKTEQ
Men's Football	Justin Patrick Lovett	Football Strength Coach	03/01/2015	80,004.00	100,008.00	Salary Increase	E&G	MKTEQ
Men's Football	JaMarcus L. Shephard	Assistant Coach	03/01/2015	60,600.00	72,000.00	Salary Increase	E&G	MKTEQ
Registrar's Office	Marleen N. Murphy	Associate Registrar	01/01/2015	63,972.00	66,972.00	Salary Increase	E&G	MKTEQ
University Centers	Sandra L. Hughey	Office Associate	01/01/2015	23,592.00	26,592.00	Salary Increase	Aux	MKTEQ
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	07/01/2014	40,008.00	41,148.00	Salary Increase	Grant	MSGIN
Student Financial Assistance	Heather Renee Cowherd	Fin. Aid, Minority Counselor	01/01/2014	28,512.00	29,868.00	Salary Increase	E&G	MSGIN
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	01/01/2015	41,148.00	46,140.00	Salary Increase	Grant	OTHSI
Men's Football	Tyson Turner Helton	Asst Head/Offensive Coord	01/01/2015	135,000.00	150,000.00	Salary Increase	E&G	OTHSI
Police	Michael Robert Cox	Police Officer	11/10/2014	28,392.00	31,488.00	Salary Increase	E&G	OTHSI
Facilities Management	Wesley Glen Cline	Plumber III	01/01/2015	34,632.00	36,153.00	Salary Increase	E&G	DFMCP
Admissions Office	John-Mark T. Francis	Asst Dir, Admsns Recruitment	04/01/2015	36,000.00	46,008.00	Salary Increase	E&G	REORG
Admissions Office	LaBrisa Dawn McKinney	Associate Dir, Applicant Svcs	04/01/2015	57,660.00	60,660.00	Salary Increase	E&G	REORG
Admissions Office	Aimee Michelle Perkins	Coord, Mhnty Stdnt Recruitment	04/01/2015	38,004.00	40,008.00	Salary Increase	E&G	REORG
Admissions Office	Michael Gregory Purpus	Asst Director, Orientation	04/01/2015	52,536.00	55,536.00	Salary Increase	E&G	REORG
Admissions Office	Jennifer G. Robbins	Office Coordinator	04/01/2015	29,328.00	30,336.00	Salary Increase	E&G	REORG
International Student Office	Stephanie Sieggreen	Dir, Intl Enrollment Mgmt.	01/01/2015	70,008.00	74,508.00	Salary Increase	E&G	REORG

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Grant - Grant Funded
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Split - Split between sources
FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties
DEGRE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MKTEQ - Market Equity
MSGIN - Minimum Salary Grade Increase
REORG - Departmental Reorganization
OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.
SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.
REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.
REHIRE - Used when an employee is rehired following a separation from WKU.
REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.
DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.
DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.
MARKET/EQUITY INCREASE - Used when employee receives a salary increase as the result of market or equity factors.
MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.
OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.
FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.
RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.
REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.
FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.
STATUS CHANGE - used when a staff member goes from part time to full time. (This code is not used for faculty.)
TRANSFER - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.
STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

Explanation for Salary Increases Greater Than \$5,000

Muhammad Raza N. Tiwana
The proposed salary adjustment is in recognition of increased job responsibilities associated with International Admissions and to address a significant gap in external market competitiveness for this position.

Gregory Oscar Brohm
Increase from \$74,508 to \$82,512. Salary increase to bring employee more in alignment with the market and Conference USA salaries.

Justin Patrick Lovett
Increase from \$80,004 to \$100,008. Salary increase to bring employee more in alignment with the market and Conference USA salaries.

JaMarcus L. Shephard
Increase from \$60,600 to \$72,000. Salary increase to bring employee more in alignment with the market and Conference USA salaries.

Adam C. Emberton
Salary increase per conditions of employment contract signed January 2014.

Tyson Turner Helton
Salary increase per conditions of employment contract signed January 2014.

John-Mark T. Francis
The proposed salary adjustment is in recognition of new responsibilities associated with publications, multicultural outreach events and other duties previously performed by another position. The proposed adjustment also addresses both internal equity and external market competitiveness for this Assistant Director level position.

Academic Affairs & Provost's Office	Richard Charles Miller	07/01/2014	06/30/2015	10,000.00	E&G
Academic Technology	Kurt Douglas Fattic	10/01/2014	06/30/2015	3,001.00	E&G
Academic Transitions Program	Geneva Mae Taylor	07/01/2014	12/31/2014	1,494.00	E&G
Access Control	Edwin Quentin Hughes	09/01/2014	12/31/2014	800.00	E&G
Admissions Office	John-Mark T. Francis	07/01/2014	12/31/2014	1,500.00	E&G
Admissions Office	Laura Elizabeth Heidel	12/01/2014	02/17/2015	1,050.00	E&G
Admissions Office	LaBrisha Dawn McKinney	07/01/2014	12/31/2014	2,598.00	E&G
Development & Alumni Relations	Kathryn Costello	07/01/2014	06/30/2015	75,000.00	FDN
Development Creative Services	Deanna M. Jenkins	08/01/2014	12/31/2014	1,335.00	E&G
Development Creative Services	Emily Trabue Scott	08/01/2014	12/31/2014	1,335.00	E&G
Educational Television Services	Justin R. Davis	01/05/2015	06/30/2015	840.00	Grant
Educational Television Services	Jessica Blue Gibbs	07/01/2014	06/30/2015	14,208.00	Split
Enrollment Management	Sharon Elaine Hunter	07/01/2014	08/31/2014	3,400.00	E&G
Gordon Ford College of Business	Robert D. Hatfield	07/01/2014	12/31/2014	3,000.00	E&G
Gordon Ford College of Business	Michelle White Trawick	07/01/2014	12/31/2014	3,000.00	E&G
Gordon Ford College of Business	Michelle White Trawick	07/01/2014	06/30/2015	5,004.00	E&G
Graduate School	Colette Anderson Chelf	01/01/2015	06/30/2015	4,302.00	E&G
Graduate School	Shanda T. Hopper	01/01/2015	06/30/2015	3,540.00	E&G
Honors College	Paul C. Motley	07/01/2014	06/30/2015	6,000.00	E&G
Housing & Residence Life	Peggy Ann Crowe	07/01/2014	06/30/2015	12,000.00	E&G
International Enrollment Mgmt	Amy M. Cardwell	09/01/2014	12/31/2014	500.00	E&G
International Enrollment Mgmt	Sarah Elizabeth Madden	09/01/2014	12/31/2014	500.00	E&G
Intramural - Recreational Sports	Dean Todd Misener	07/01/2014	06/30/2015	10,002.00	FDN
Journalism & Broadcasting	Andrew Jeffery Myers	02/01/2015	05/31/2015	2,000.00	E&G
Journalism & Broadcasting	Andrew Jeffery Myers	10/01/2014	11/30/2014	1,000.00	RD
Office of Scholar Development	Melinda Susan Edgerton	10/01/2014	05/31/2015	6,000.00	Split
Ogden College of Science & Engr	Cheryl Lynn Stevens	01/01/2015	06/30/2015	15,000.00	FDN
Office of Research	Gordon C. Baylis	08/01/2014	08/31/2014	10,572.00	E&G
Office of Research	Gordon C. Baylis	07/01/2014	12/31/2014	15,600.00	FDN
Public Affairs	Carmen Maria Herrera	01/01/2015	06/30/2015	3,000.00	E&G
Study Away Program	Erin Joy Greunke	10/01/2014	12/31/2014	900.00	RD
WKU - E-town/Fort Knox	Blake Douglas Butkovich	09/01/2014	12/31/2014	668.00	E&G
WKU - E-town/Fort Knox	Evelyn Arlene Ellis	08/01/2014	11/30/2014	4,000.00	E&G
WKU - Owensboro	Gerald E. Tice	07/01/2014	06/30/2015	14,508.00	E&G
WKU Foundation	Paula Cockrel Jarboe	07/01/2014	06/30/2015	4,800.00	FDN
WKU on Demand	Tanja N. Bibbs	07/01/2014	08/31/2014	750.00	RD
Women's Basketball	Ronitta Michelle Clark-Heard	07/01/2014	06/30/2015	6,000.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Computer Information Systems	Jennifer Lea Melear	Office Associate	2/13/2015	250.00	Awards	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Coord. Student Services	1/30/2015	250.00	Awards	E&G
Department of Marketing	Karen Irene Gogel	Office Assistant	11/14/2014	150.00	Awards	FDN
Management	Jennifer Lea Melear	Office Associate	2/27/2015	250.00	Awards	E&G
Child Care	Stephanie Lane Elliott	Coordinator, Education	1/30/2015	200.00	Consulting	RD
21st Century Media - POD	Cheryl Shrader Beckley	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Barbara Deeb	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	11/25/2014	920.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	12/18/2014	920.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Admissions Office	Amy Lynn Fitzpatrick	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Admissions Office	Amy Lynn Fitzpatrick	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Admissions Office	Amy Lynn Fitzpatrick	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	11/25/2014	846.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	12/18/2014	846.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Agriculture	John Lewis Pace	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
Agriculture	Joseph Oney Reynolds	Part-Time Faculty	2/13/2015	423.00	Faculty Part Time	E&G
Agriculture	Joseph Oney Reynolds	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	11/25/2014	855.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	12/18/2014	855.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	11/25/2014	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	12/18/2014	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	2/27/2015	801.00	Faculty Part Time	E&G
Communication	Jessica Martin Carver	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Communication	Jessica Martin Carver	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Communication	Jessica Martin Carver	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Communication	Colette Anderson Chelf	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Communication	Colette Anderson Chelf	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Denise Murrell Hardesty	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
Communication	Tori Michelle Henninger	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Communication	Tori Michelle Henninger	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Communication	Tori Michelle Henninger	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Communication	Dawn M. Lowry	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Communication	Dawn M. Lowry	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Communication	Dawn M. Lowry	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	11/25/2014	846.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	12/18/2014	846.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	11/25/2014	178.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	12/18/2014	178.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	2/27/2015	178.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	RD
Communication Disorders - NY	Caroline Alexander Hudson	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	RD
Communication Disorders - NY	Caroline Alexander Hudson	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	2/27/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	2/27/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	11/25/2014	356.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	11/25/2014	356.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	12/18/2014	356.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	12/18/2014	356.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	2/27/2015	356.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	2/27/2015	356.00	Faculty Part Time	E&G
Computer Science	Jason R. Smith	Part-Time Faculty	2/27/2015	750.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	2/27/2015	570.00	Faculty Part Time	E&G
Dean CHHS	Lynn Michelle Hazlett	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Dean CHHS	Lynn Michelle Hazlett	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	11/14/2014	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	11/25/2014	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	12/15/2014	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	12/18/2014	267.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliotte Pitts	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliotte Pitts	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Dean CHHS	Sean Stewart Sherwood	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Dean CHHS	Sean Stewart Sherwood	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	11/25/2014	920.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	12/18/2014	920.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrienne Evtits Browning	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrienne Evtits Browning	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Benjamin W. Harmon	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Benjamin W. Harmon	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Katherine Ann Mead	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Katherine Ann Mead	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schleg	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schleg	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	2/27/2015	570.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	11/25/2014	1,352.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	12/18/2014	1,352.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	12/18/2014	1,352.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	2/27/2015	675.00	Faculty Part Time	E&G
Distance Learning	Sarah Margaret Ward	Part-Time Faculty	11/25/2014	712.00	Faculty Part Time	RD
Distance Learning	Sarah Margaret Ward	Part-Time Faculty	12/18/2014	712.00	Faculty Part Time	RD
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	2/27/2015	570.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Cierra Janet Waller	Part-Time Faculty	11/25/2014	282.00	Faculty Part Time	E&G
Diversity & Community Studies	Cierra Janet Waller	Part-Time Faculty	12/18/2014	282.00	Faculty Part Time	E&G

Staff One Time Payments
For the Period November 1, 2014 through February 28, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Diversity & Community Studies	Cierra Janet Waller	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Dual Credit	Cres'Sena S. Manning	Part-Time Faculty	11/25/2014	299.75	Faculty Part Time	RD
Dual Credit	Cres'Sena S. Manning	Part-Time Faculty	12/18/2014	299.75	Faculty Part Time	RD
Economics	Gary A. Meszaros	Part-Time Faculty	11/25/2014	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	12/18/2014	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	2/27/2015	600.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	12/18/2014	1,731.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	11/25/2014	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	11/25/2014	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	12/18/2014	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	12/18/2014	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	2/27/2015	570.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Hood Hooten	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Hood Hooten	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Hood Hooten	Part-Time Faculty	2/27/2015	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherr Renee Meyer	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherr Renee Meyer	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherr Renee Meyer	Part-Time Faculty	2/27/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherr Renee Meyer	Part-Time Faculty	2/27/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	11/25/2014	207.50	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	12/18/2014	207.50	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Roberra S. Parrigin	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	11/25/2014	1,068.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	12/18/2014	1,068.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	11/25/2014	1,140.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	12/18/2014	1,140.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	2/27/2015	570.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Psychology	Christopher Neil Bowen	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
Psychology	Christopher Neil Bowen	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	11/14/2014	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	11/25/2014	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	12/15/2014	285.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Health	Anita Ann Britt	Part-Time Faculty	12/18/2014	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	2/13/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	2/27/2015	285.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	11/14/2014	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	11/25/2014	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	12/15/2014	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	12/18/2014	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	2/13/2015	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	2/27/2015	307.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	11/25/2014	356.00	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	12/18/2014	356.00	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	2/27/2015	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	11/25/2014	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	12/18/2014	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	2/27/2015	712.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	11/25/2014	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	12/18/2014	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	LaTishah Nicole Britt	Part-Time Faculty	11/14/2014	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	LaTishah Nicole Britt	Part-Time Faculty	11/25/2014	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	LaTishah Nicole Britt	Part-Time Faculty	12/15/2014	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	LaTishah Nicole Britt	Part-Time Faculty	12/18/2014	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	LaTishah Nicole Britt	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	Part-Time Faculty	11/25/2014	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	12/18/2014	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	2/27/2015	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Lynn Fitzpatrick	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	11/25/2014	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	12/18/2014	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	2/27/2015	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Heather Renee Cowherd	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Heather Renee Cowherd	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	11/25/2014	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	12/18/2014	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	2/27/2015	570.00	Faculty Part Time	E&G
School of Professional Studies	Brent Allen Fisk	Part-Time Faculty	11/14/2014	230.00	Faculty Part Time	E&G
School of Professional Studies	Brent Allen Fisk	Part-Time Faculty	11/25/2014	230.00	Faculty Part Time	E&G
School of Professional Studies	Brent Allen Fisk	Part-Time Faculty	12/15/2014	230.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Brent Allen Fisk	Part-Time Faculty	12/18/2014	230.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Lindsey Anne Gilmore	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Lindsey Anne Gilmore	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Nicolas Daniel Haught	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Nicolas Daniel Haught	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Tori Michelle Henninger	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
School of Professional Studies	Tori Michelle Henninger	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
School of Professional Studies	Nicole K. May	Part-Time Faculty	11/14/2014	211.50	Faculty Part Time	E&G
School of Professional Studies	Nicole K. May	Part-Time Faculty	11/25/2014	211.50	Faculty Part Time	E&G
School of Professional Studies	Nicole K. May	Part-Time Faculty	12/15/2014	211.50	Faculty Part Time	E&G
School of Professional Studies	Nicole K. May	Part-Time Faculty	12/18/2014	211.50	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
School of Professional Studies	Roberta S. Parrigin	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Roberta S. Parrigin	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	11/14/2014	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	11/25/2014	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	12/15/2014	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	12/18/2014	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	2/13/2015	267.00	Faculty Part Time	E&G
School of University Studies	Trenatee Charleigh Coleman	Part-Time Faculty	2/27/2015	267.00	Faculty Part Time	E&G
School of University Studies	Trenatee Charleigh Coleman	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of University Studies	Minnette Caroline Ellis	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of University Studies	Minnette Caroline Ellis	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	11/25/2014	760.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	12/18/2014	760.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	2/27/2015	760.00	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	11/14/2014	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	11/25/2014	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	12/15/2014	211.50	Faculty Part Time	E&G

Staff One Time Payments
For the Period November 1, 2014 through February 28, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	12/18/2014	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	2/13/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	2/27/2015	211.50	Faculty Part Time	E&G
School of University Studies	Mindy Renee Johnson	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of University Studies	Mindy Renee Johnson	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of University Studies	Cres'Sena S. Manning	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of University Studies	Cres'Sena S. Manning	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of University Studies	Cres'Sena S. Manning	Part-Time Faculty	2/27/2015	423.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
School of University Studies	Leslie Ford Plumlee	Part-Time Faculty	11/25/2014	712.00	Faculty Part Time	E&G
School of University Studies	Leslie Ford Plumlee	Part-Time Faculty	12/18/2014	712.00	Faculty Part Time	E&G
School of University Studies	Leslie Ford Plumlee	Part-Time Faculty	2/27/2015	712.00	Faculty Part Time	E&G
School of University Studies	Daniel Rosner	Part-Time Faculty	11/25/2014	423.00	Faculty Part Time	E&G
School of University Studies	Daniel Rosner	Part-Time Faculty	12/18/2014	423.00	Faculty Part Time	E&G
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
Social Work	Kellye Marie McIntyre	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
Social Work	Kellye Marie McIntyre	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
Social Work	Kellye Marie McIntyre	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
WKU - Glasgow	Matthew Brendan Davis	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
WKU - Glasgow	Matthew Brendan Davis	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	11/25/2014	460.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	12/18/2014	460.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
WKU - Glasgow	Austin Garrett Griffiths	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	11/25/2014	652.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	12/18/2014	652.00	Faculty Part Time	E&G
WKU - Owensboro	Matthew Brendan Davis	Part-Time Faculty	2/27/2015	1,473.00	Faculty Part Time	E&G
WKU - Owensboro	Matthew Brendan Davis	Part-Time Faculty	2/27/2015	1,473.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	2/27/2015	460.00	Faculty Part Time	E&G
WKU - Owensboro	Austin Garrett Griffiths	Part-Time Faculty	11/25/2014	534.00	Faculty Part Time	E&G
WKU - Owensboro	Austin Garrett Griffiths	Part-Time Faculty	12/18/2014	534.00	Faculty Part Time	E&G
WKU - Owensboro	Austin Garrett Griffiths	Part-Time Faculty	2/27/2015	534.00	Faculty Part Time	E&G
WKU - Owensboro	Roberta S. Parrigin	Part-Time Faculty	12/18/2014	695.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	2/27/2015	1,068.00	Faculty Part Time	E&G
21st Century Media - POD	Heather Lynn Garcia	Mgr, Regional Campus Marketing	2/27/2015	2,000.00	Supplemental Pay	FDN
21st Century Media - POD	Charlotte Hill Turtle	Talisman Advisor	11/25/2014	1,000.00	Supplemental Pay	E&G
Admissions Office	Laura Elizabeth Heidel	Admissions Counselor	2/27/2015	250.00	Supplemental Pay	E&G
Arena Management	Bryant Keen Blodgett	Coordinator, Events	12/18/2014	260.00	Supplemental Pay	RD
Arena Management	Bryant Keen Blodgett	Coordinator, Events	1/30/2015	260.00	Supplemental Pay	RD
Arena Management	Bryant Keen Blodgett	Coordinator, Events	2/27/2015	130.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Arena Management	Jason A. Dailey	Coord, Facilities & Event Mgmt	11/25/2014	100.00	Supplemental Pay	RD
Arena Management	Jason A. Dailey	Coord, Facilities & Event Mgmt	12/18/2014	390.00	Supplemental Pay	RD
Arena Management	Jason A. Dailey	Coord, Facilities & Event Mgmt	1/30/2015	130.00	Supplemental Pay	RD
Arena Management	Jason A. Dailey	Coord, Facilities & Event Mgmt	2/27/2015	615.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facts & Event Mgmt	11/25/2014	250.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facts & Event Mgmt	12/18/2014	260.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facts & Event Mgmt	1/30/2015	130.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facts & Event Mgmt	2/27/2015	75.00	Supplemental Pay	RD
Arena Management	Rachel Manning Goodman	Dir/Campus & Community Events	12/18/2014	260.00	Supplemental Pay	RD
Arena Management	Rachel Manning Goodman	Dir/Campus & Community Events	1/30/2015	260.00	Supplemental Pay	RD
Arena Management	Andrew P. Jacobs	Asst Coord Athletic Facilities	11/14/2014	100.00	Supplemental Pay	RD
Arena Management	Andrew P. Jacobs	Asst Coord Athletic Facilities	12/15/2014	75.00	Supplemental Pay	RD
Arena Management	Andrew P. Jacobs	Asst Coord Athletic Facilities	2/13/2015	260.00	Supplemental Pay	RD
Arena Management	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	1/30/2015	600.00	Supplemental Pay	RD
Arena Management	Grant L. Stepp	Coordinator, Ticket Sales	1/30/2015	600.00	Supplemental Pay	RD
Athletic Facilities	John W. Campbell	Manager, Radio Operations	1/30/2015	80.00	Supplemental Pay	E&G
Athletic Facilities	Matthew C. Cox	Audio/Video Technician	12/15/2014	1,800.00	Supplemental Pay	E&G
Athletic Facilities	Anthony J. Gilbert	AV Support Coordinator	12/15/2014	300.00	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	12/18/2014	525.00	Supplemental Pay	E&G
Athletic Facilities	Zachary K. Ryle	Asst Dir, Admsns & Pub Relans	1/30/2015	70.00	Supplemental Pay	E&G
Board of Regents	Cynthia Diann George	Health & Safety Specialist	1/15/2015	18.00	Supplemental Pay	E&G
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	11/25/2014	150.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	12/18/2014	150.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	11/25/2014	150.00	Supplemental Pay	RD
Campus Cultural Enhancement	Jeffrey Alan Smith	Technical Dir/AV Coordinator	1/30/2015	2,000.00	Supplemental Pay	E&G
Career & Workforce Development	Ashley Retae Kochler	Health and Safety Specialist	12/15/2014	300.00	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	11/25/2014	2,883.25	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	12/18/2014	1,561.04	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	2/27/2015	2,291.91	Supplemental Pay	RD
Comm Tech - AV Services	Justin Shaun Rexing	Coord, Classroom Technology	11/25/2014	1,900.00	Supplemental Pay	E&G
Comm Tech - Cabling	Timothy Lane Bonds	Cabling Specialist	11/25/2014	1,000.00	Supplemental Pay	E&G
Comm Tech - Network Services	Donald Scott Fox	Network Engineer	11/25/2014	2,580.00	Supplemental Pay	E&G
Comm Tech - Network Services	Derek Adam Keeling	Lead, Network Engineer	11/25/2014	3,940.00	Supplemental Pay	E&G
Comm Tech - Network Services	Jason D Keltton	Network Specialist	11/25/2014	240.00	Supplemental Pay	E&G
Commencement	Jason Elywn Owen	Network Specialist	11/25/2014	200.00	Supplemental Pay	E&G
Commencement	JoAnn Ashley	Student Records Associate	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Laura J. Dillitha	Student Records Specialist	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Lois Ann Hall	Administrative Assistant	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Melissa Beth Haselhoff	Degree Certification Officer	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Cheryl R. Hills	Student Records Specialist	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Dana F. Jones	Degree Certification Officer	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Sarah Megan Meador	Degree Certification Officer	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Danielle Myrl Reeves	Scheduling Coordinator	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Marsha L. Wagorner	Student Records Associate	1/15/2015	200.00	Supplemental Pay	E&G
Commencement	Marsha L. Wagorner	Degree Certification Officer	1/15/2015	200.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Commencement	Melna Katrin Wilson	Office Coordinator	1/15/2015	200.00	Supplemental Pay	E&G
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	11/25/2014	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	12/18/2014	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	1/30/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	2/27/2015	1,800.00	Supplemental Pay	RD
Confucius Institute	Charles S. French	Graphic Artist	11/25/2014	690.00	Supplemental Pay	RD
Confucius Institute	Terrill Demont Martin	Managing Dir (CI)/Ops Mgr (ICS	11/25/2014	9,999.60	Supplemental Pay	RD
Counseling & Testing Center	Debra Ann Crisp	Staff Psychlgst/Asst Dir, Trng	2/27/2015	1,500.00	Supplemental Pay	E&G
Counseling & Testing Center	Karl Stanley Laves	Assistant Director	2/27/2015	1,000.00	Supplemental Pay	E&G
Dean CHHS	Renee Fuqua Kilgore	Coordinator	11/25/2014	150.00	Supplemental Pay	E&G
Distance Learning	Caroline Alexander Hudson	Assistant Clinical Director	12/18/2014	2,750.00	Supplemental Pay	RD
Distance Learning	Wren Allen Mills	DL Training Coordinator	12/18/2014	1,375.00	Supplemental Pay	RD
Dual Credit	Adam Thomas Davis	Academic Outreach Specialist	11/25/2014	800.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	11/25/2014	1,500.00	Supplemental Pay	RD
Dual Credit	Gina D. P. Huff	Sr Applications Progrm: Analyst	11/25/2014	800.00	Supplemental Pay	RD
Dual Credit	Britney Denise Jones	Dual Credit Program Specialist	11/25/2014	1,600.00	Supplemental Pay	RD
Dual Credit	Elizabeth Grace Madariaga	Staff Counselor	11/25/2014	800.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	11/25/2014	800.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	11/25/2014	800.00	Supplemental Pay	RD
Dual Credit	Cynthia Dawn Troutman	Prgrm Mgr, Academic Outreach	11/25/2014	800.00	Supplemental Pay	RD
Dual Credit	Jonathan Scott Wilburn	Academic Outreach Specialist	11/25/2014	800.00	Supplemental Pay	RD
Educational Enhancement Programs	Mary B. England	Adult Education Specialist	1/30/2015	1,452.80	Supplemental Pay	Grant
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	12/18/2014	300.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	2/27/2015	630.00	Supplemental Pay	FDN
EMCC	Kyle Thomas Moss	Engineering Technician	1/30/2015	238.56	Supplemental Pay	RD
EMCC	Ronald J. Rizzo	Staff Engineer	1/30/2015	1,815.60	Supplemental Pay	RD
English	Anthony Wayne Gross	Residential Counselor	2/27/2015	375.00	Supplemental Pay	E&G
English	Wren Allen Mills	DL Training Coordinator	1/30/2015	125.00	Supplemental Pay	E&G
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	1/30/2015	800.00	Supplemental Pay	RD
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	2/27/2015	1,000.00	Supplemental Pay	RD
GMAT Course	April O'Neil Schlegel	MBA Admissions Dir/Advisor	11/25/2014	3,400.00	Supplemental Pay	RD
Health & Fitness Lab	Rachel Manning Goodman	Dir/Campus & Community Events	12/18/2014	96.00	Supplemental Pay	E&G
Health & Fitness Lab	Rachel Manning Goodman	Dir/Campus & Community Events	2/27/2015	48.00	Supplemental Pay	E&G
High School Football Championships	Bryant Keen Blodgett	Coordinator, Events	2/27/2015	300.00	Supplemental Pay	RD
High School Football Championships	Jason A. Dailey	Coord, Facilities & Event Mgmt	2/27/2015	250.00	Supplemental Pay	RD
High School Football Championships	Brian Michael Dittmer	Asst Equipment Coordinator	2/13/2015	150.00	Supplemental Pay	RD
High School Football Championships	Billy Tyler Edwards	Associate Ath Dir/Training & S	2/27/2015	250.00	Supplemental Pay	RD
High School Football Championships	Drew John Hampton	Equipment Coordinator	2/13/2015	150.00	Supplemental Pay	RD
High School Football Championships	Andrew P. Jacobs	Asst Coord Athletic Facilities	2/13/2015	200.00	Supplemental Pay	RD
High School Football Championships	Paul Martin Krampe	Assistant Athletics Trainer	2/27/2015	250.00	Supplemental Pay	RD
High School Football Championships	Grant L. Stepp	Coordinator, Ticket Sales	2/27/2015	300.00	Supplemental Pay	RD
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	12/18/2014	1,500.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	1/30/2015	500.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	2/27/2015	500.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	12/18/2014	1,000.00	Supplemental Pay	FDN
KIIS	John A. Dizgun	Assistant Director	12/18/2014	2,000.00	Supplemental Pay	RD
KIIS	John A. Dizgun	Assistant Director	1/30/2015	125.00	Supplemental Pay	RD
KIIS	Diana Bennett Keeling	Web Developer II	12/18/2014	5,000.00	Supplemental Pay	RD
KIIS	Eric Ryan Wolfe	Manager, Web Development	12/18/2014	5,000.00	Supplemental Pay	RD
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	11/25/2014	330.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	12/18/2014	132.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	2/27/2015	198.00	Supplemental Pay	E&G
Men's Football	Gregory Oscar Brohm	Director, Football Operations	2/27/2015	4,091.00	Supplemental Pay	E&G
Men's Football	Kedrick Brumfield	Assistant Coach	2/27/2015	4,112.00	Supplemental Pay	E&G
Men's Football	Justin David Budd	Assistant Athletics Trainer	2/27/2015	409.00	Supplemental Pay	E&G
Men's Football	Claude Neil Callaway	Assistant Coach	2/27/2015	4,100.00	Supplemental Pay	E&G
Men's Football	Mike Cassidy	Assistant Coach	2/27/2015	4,101.00	Supplemental Pay	E&G
Men's Football	David Consiglio	Assistant Coach	2/27/2015	1,234.00	Supplemental Pay	E&G
Men's Football	Kenneth Delgado	Assistant Coach	2/27/2015	4,092.00	Supplemental Pay	E&G
Men's Football	Nathan A. Dennison	Asst Recruiting Coordinator	2/27/2015	1,624.00	Supplemental Pay	E&G
Men's Football	Brian Michael Dimer	Asst Equipment Coordinator	2/13/2015	681.00	Supplemental Pay	E&G
Men's Football	Donald Feagan Dunn	Assistant Coach	2/27/2015	4,101.00	Supplemental Pay	E&G
Men's Football	Billy Tyler Edwards	Associate Ath Dir/Training & S	2/27/2015	1,633.00	Supplemental Pay	E&G
Men's Football	Jackson Bryan Ellis	Coord, Offensive Quality Ctr.	2/27/2015	1,640.00	Supplemental Pay	E&G
Men's Football	Drew John Hampton	Equipment Coordinator	2/13/2015	1,721.00	Supplemental Pay	E&G
Men's Football	Tyson Turner Helton	Asst Head/Offensive Coord	2/27/2015	4,106.00	Supplemental Pay	E&G
Men's Football	Nicholas Holt	Defensive Coordinator	2/27/2015	4,107.00	Supplemental Pay	E&G
Men's Football	Justin Patrick Lovett	Football Strength Coach	2/27/2015	2,055.00	Supplemental Pay	E&G
Men's Football	Kyle Neaves	Asst Dir, Football Media Rlms	2/27/2015	812.00	Supplemental Pay	E&G
Men's Football	Sean Wesley Pugh	Character Coach	2/27/2015	1,219.00	Supplemental Pay	E&G
Men's Football	Domenic P Reno	Asst. Strength & Cond. Coach	2/27/2015	409.00	Supplemental Pay	E&G
Men's Football	John Daron Riley	Football Video Coordinator	2/13/2015	1,365.00	Supplemental Pay	E&G
Men's Football	Bryan Schneider	Associate Athletic Trainer	2/27/2015	1,605.00	Supplemental Pay	E&G
Men's Football	Melisa Jeanette Schneider	Assistant to the Athletics Dir	2/27/2015	818.00	Supplemental Pay	E&G
Men's Football	JaMarous LaQuenten Shephard	Assistant Coach	2/27/2015	4,082.00	Supplemental Pay	E&G
Men's Football	LaTravis Taylor	Asst. Dir, Football Operations	2/27/2015	4,091.00	Supplemental Pay	E&G
Police	Edwin Quentin Hughes	Access Control Administrator	11/25/2014	127.03	Supplemental Pay	E&G
Police	Edwin Quentin Hughes	Access Control Administrator	12/18/2014	381.09	Supplemental Pay	E&G
Police	Edwin Quentin Hughes	Access Control Administrator	1/30/2015	607.92	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	11/25/2014	1,669.98	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	12/18/2014	242.85	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	1/30/2015	2,727.15	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	2/27/2015	3,478.50	Supplemental Pay	FDN
Residence Hall Internet Service	Tice Shay Edwards	Network Specialist	12/18/2014	340.00	Supplemental Pay	Aux
Social Work	Emily Ann Gouvas	Office Associate	11/25/2014	640.00	Supplemental Pay	E&G
Social Work	Marsha D. Hopper	Office Associate	11/25/2014	640.00	Supplemental Pay	E&G
Strength & Conditioning	Marci Nicole Hoppa	Strength & Conditioning Coach	12/18/2014	950.00	Supplemental Pay	E&G
Strength & Conditioning	Domenic P Reno	Asst. Strength & Cond. Coach	12/18/2014	825.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Student Research Council	Diana Bennett Keeling	Web Developer II	1/30/2015	320.00	Supplemental Pay	E&G
Teacher Services	Candace Renee Lee	Certification Officer	11/25/2014	96.00	Supplemental Pay	E&G
Teacher Services	Candace Renee Lee	Certification Officer	2/27/2015	192.00	Supplemental Pay	E&G
Tech Support Serv-Desktop Support	Stephen John Lancaster	Manager, Desktop Support	11/25/2014	812.00	Supplemental Pay	E&G
Tech Support Serv-Desktop Support	Stephen John Lancaster	Manager, Desktop Support	12/18/2014	812.00	Supplemental Pay	E&G
The WKU Store	Summer C. Bolton	E-Commerce Associate	2/20/2015	1,022.58	Supplemental Pay	Aux
The WKU Store	Scott B. Broadbent	Manager, Course Materials	12/18/2014	523.00	Supplemental Pay	Aux
Ticket Office	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	12/18/2014	2,500.00	Supplemental Pay	E&G
University Centers	William A. Elliott	Testing Specialist	12/18/2014	325.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	2/13/2015	90.00	Supplemental Pay	Aux
University Centers	Jeffrey Alan Smith	Technical Dir/AV Coordinator	11/25/2014	425.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	12/18/2014	115.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	1/30/2015	20.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	2/27/2015	30.00	Supplemental Pay	Aux
WKU Foundation	Marcia Jan Brown	Administrative Assistant	1/30/2015	2,400.00	Supplemental Pay	E&G
Women's Tennis	Jonatan Berhane	Head Coach	2/27/2015	2,500.00	Supplemental Pay	E&G
Women's Volleyball	Kristina M. Griffin	Assistant Coach	1/30/2015	3,969.00	Supplemental Pay	E&G
Winter Session	Richard Charles Miller	Part-Time Faculty	1/30/2015	4,500.00	Winter Teaching Pay	RD

* Funding Source Codes:
 E&G - Education and General
 Grant - Grant Funded
 Aux - Auxiliary
 RD - Revenue Dependent
 Split - Funding is split between sources
 FDN - Foundation

Funding Source Codes:

- E&G** - Education and General
- Grant** - Grant Funded
- Aux** - Auxiliary
- RD** - Revenue Dependent
- Split** - Split between sources
- FDN** - Foundation

2015-16 TUITION AND FEES SCHEDULE

REQUEST:

Approve the 2015-16 Tuition and Fees Schedule.

FACTS:

At its April 29, 2014 meeting, the Council on Postsecondary Education (CPE) approved a resident, undergraduate tuition and mandatory fee ceiling for academic years 2014-15 and 2015-16 that equates to a maximum increase of 8.2 percent over the two years for WKU. CPE gives each institution more flexibility in determining all nonresident, online and graduate rates. WKU's 2015-16 Tuition and Fees Schedule, which is included with this agenda item, will be submitted to the CPE for its approval at its June 12, 2015 meeting. Additionally, should the Board of Regents approve a Student Government Association request for a parking fee to build a parking structure, this fee will require CPE approval as a special use fee above the approved 3.1 percent tuition rate increase. WKU's maximum resident, undergraduate tuition and mandatory fees increase will be \$171/semester for a total increase of 3.7 percent. Similar increases are proposed across the other undergraduate residency classifications.

The distance learning rate for undergraduate courses will increase only 2.4 percent which reinstates the procedure to charge 20 percent above the residential undergraduate tuition rate. The graduate online rate will increase 5.5 percent and the rate per credit hour remains 20 percent above the residential graduate rate.

The proposed increase for Kentucky residents taking graduate courses is 5.4 percent. The goal is to gradually increase the graduate nonresident domestic tuition rate to equal the international rate and eliminate the graduate nonresident international tuition rate. The proposed rate increase for graduate nonresident domestic is 10.4 percent. Doctoral nursing and physical therapy tuition rate increases range from 3.7 percent (residents) to 7.5 percent (nonresidents).

A new tuition rate is being proposed to address the needs of Kentucky P-12 educators. A discounted rate is easier to communicate and market than a scholarship program. As enunciated in S.B. 1, the ability of our P-12 students to succeed and reach their fullest potential is significantly impacted by the ability of their teachers and other certified school personnel to provide an environment that facilitates the acquisition of a knowledge base and skills essential for employment opportunities today and for the future and for success in postsecondary education. In recognition of the importance of Kentucky's teachers and other certified school personnel in helping to ensure that high school graduates are college and career ready, WKU is proposing a significantly reduced tuition beyond the first 3 hours to help these personnel enhance their areas of expertise related to their current employment and future employment opportunities. WKU has been and remains a leading preparer of educators in the Commonwealth of Kentucky and is committed to providing high quality graduate level programs of study for Kentucky's educators.

It is recommended that the Student Athletics Fee and the Student Centers Fee be increased approximately 3 percent for 2015-16. Each of these fees has been at its current level since 2012-13. The combination of no fee increase and declining enrollment in addition to operating cuts shared across the divisions has posed significant challenges to both Athletics and the Downing Student Center operations. The attached graphs demonstrate the fiscal impact in recent years.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents approve the 2015-16 Tuition and Fees Schedule.

MOTION:

Approve the 2015-16 Tuition and Fees Schedule.

TUITION AND MANDATORY STUDENT FEES SCHEDULE PER SEMESTER

<u>Student Level/Enrollment</u>	<u>FY 2015</u>	<u>FY 2016</u>	<u>Summer 2016/ Rate per Credit Hour</u>
Undergraduate			
Resident*	\$4,570	\$4,741	\$395
Military Resident		4,741	395
Nonresident	11,676	12,066	1,006
International	12,000	12,390	1,033
Incentive	6,072	6,294	525
Graduate (Per Credit Hour)			
Resident	515	543	543
Military Resident		543	543
Kentucky P-12 Educator (first 3 hours)**		495	495
Kentucky P-12 Educator (over 3 hours)**		295	295
Nonresident, International	962	962	962
Nonresident, Domestic	691	763	763
Doctorate, Nurse Practitioner (Per Credit Hour)			
Resident	620	643	643
Nonresident	775	833	833
Doctorate, Physical Therapy (Per Credit Hour)			
Resident	620	643	643
Nonresident	775	833	833
Professional MBA***		5,285	
Continuing Students	5,034		
New Students	5,285		
Distance Learning (Per Credit Hour)***			
Undergraduate	463	474	474
Graduate (Excluding Kentucky P-12 Educator, DNP and DPT)	618	652	652
Active Military (Per Credit Hour)***	250	250	250
Dual Credit (Per Credit Hour)***	70	70	70
WKU On Demand (Per Credit Hour)			
Undergraduate	381	395	395
Graduate	515	543	543

Mandatory Student Fees Per Semester:

Student Athletics Fee	\$218
Student Centers Fee	\$62
Student Centers Fee, DSU Renovation Bonds	\$70
Parking Structure Fee, Creason Bonds	\$30

*Resident rate increase of 3.1 percent.

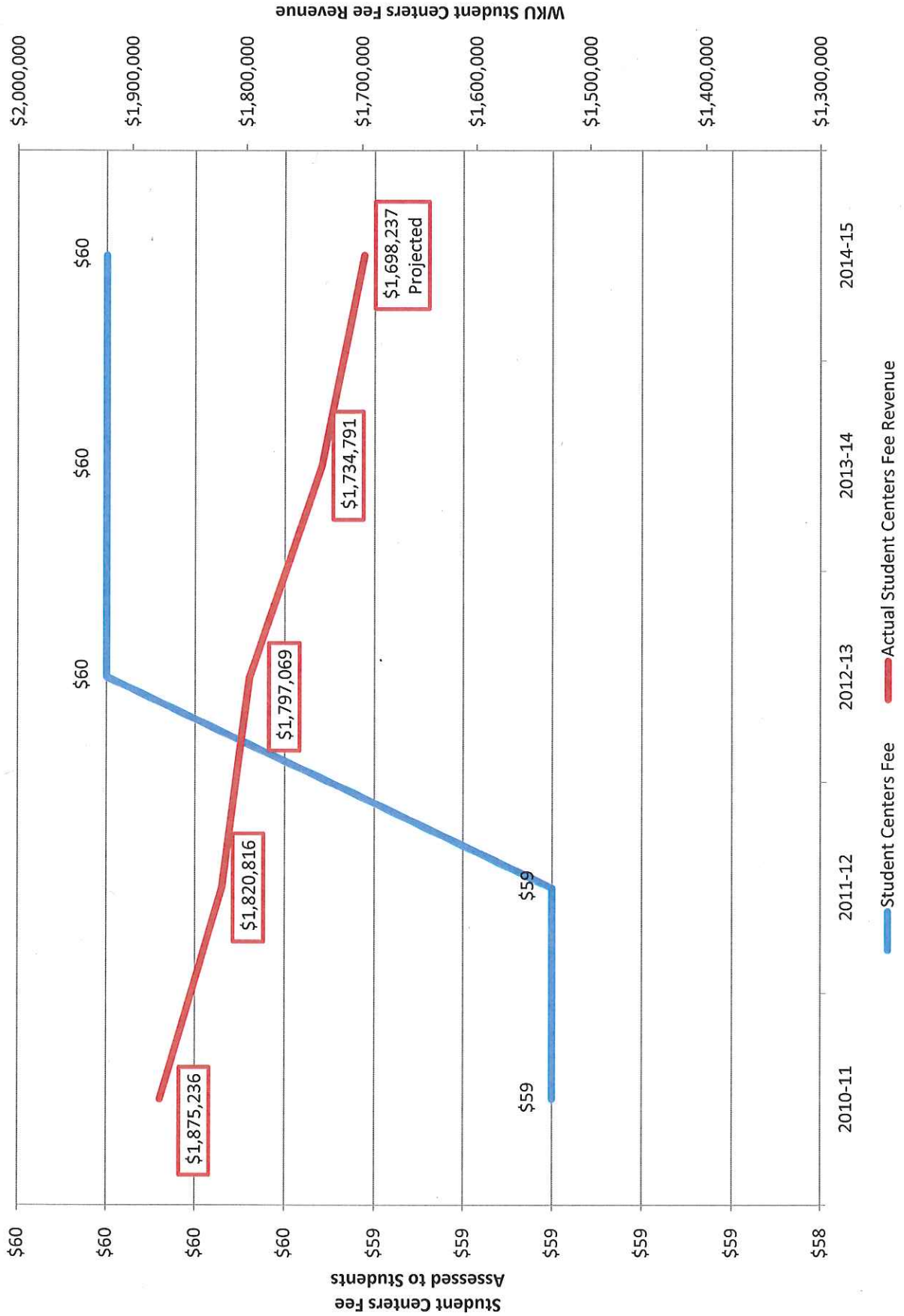
**Kentucky P-12 Professional Educator is a tuition discount for teachers and other certified school personnel.

***Mandatory student fees are not assessed to these students.

Student Athletic Fee



Student Centers Fee



QUARTERLY INTERNAL AUDIT REPORT

The Western Kentucky University Office of Internal Audit is responsible for periodically reporting to the Finance & Budget Committee on the internal audit's performance relative to its audit plan. During the fiscal quarter of 2015, the WKU Senior Internal Auditor, Jennifer Miller, completed the following audits and projects:

- **NCAA Football Ticket Reconciliation:** Internal audit conducted an audit of the paid attendance for each of the six home football games played during the 2014 football season. The audit was conducted in accordance with the guidance from NCAA bylaw 20.9.7.3. The results are used to verify the data reported to the NCAA.
- **Procurement Card Reviews:** Internal Audit performed compliance reviews of one department procurement card and two individual cards. The reviews utilized the compliance criteria used by the University's procurement card administrators.

Audit Plan progress: The quarter included the pre-planning and planning stages for upcoming and in-progress audits that are scheduled to begin late March and April. Currently, three projects are in-progress and include the following: Office of the Bursar, Research Operations Division (ad hoc) and Bonding & Debt Capacity.



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Board of Regents

STUDENT AFFAIRS

Agenda Items

April 24, 2015

Mass Media and Technology Hall

Cornelius A. Martin Regents Room

**STUDENT GOVERNMENT ASSOCIATION RESOLUTION SUPPORTING
STUDENT FEE FOR NEW PARKING STRUCTURE**

REQUEST:

Approval of the Resolution passed by the Student Government Association to support the implementation of a \$30.00 student fee each semester to fund the construction of a new parking structure on campus.

FACTS:

Finding a place to park has become an increasingly difficult task for commuters and those living on campus. It causes students to be late to class, disrupts the flow of traffic, and leads to an unpleasant disruption of WKU students' schedules and campus life.

Students are already struggling to find a place to park while on-campus, and parking in the future will become undoubtedly even more problematic. As WKU continues to pursue the goal of becoming a "Leading American University with International Reach" the number of students attending WKU is and will continue to increase. In order to insure the campus infrastructure will be able to accommodate this continuing influx, more parking spaces must be made available on students.

The proposed parking structure will be built on part of what is currently Creason Lot. During the time of the construction of the new parking structure, there will be a loss of student parking in this area, but if action is not taken now we foresee a much larger parking problem looming in the future.

During the construction process, the Administration and the Student Government Association will encourage students to take advantage of the parking spaces located on South Campus, and in anticipation of the demolition of Tate Page Hall a temporary student gravel lot could be utilized in order to alleviate some of the parking problems stemming from construction of the new parking structure.

Throughout the process of planning, developing, and construction of the new parking structure the Student Government Association encourages the University to continue to pursue alternative and additional funding options in an attempt to lower the direct cost imposed on WKU. Such attempts could consist of, but not limited to, pursuing state funding, allowing businesses to purchase the rights to hang advertisements in the three existing parking structures and in the new parking structure once completed, etc.

If excess revenue is generated from this venture, the Student Government Association encourages the University to use the excess revenue to help pay back the bond debt generated by the parking structure faster or use the revenue to buy or lease land around the Main Campus for more parking spots.

BUDGETARY IMPLICATIONS:

Each WKU students will pay a student fee of \$30.00 each semester to fund the construction of a new parking structure on campus. It is understood that the new student fee will have a “Sunset Clause”. Immediately upon completion and payback of the bonds used for the construction of the parking structure, the student fee assessed for the purpose of building the parking structure will be removed.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Student Government Association Resolution supporting the student fee for the construction of a new parking structure in what is now the Creason Lot.

MOTION:

Approval to establish a student fee for construction of a new parking structure in what is currently the Creason Lot.

First Reading: February 24, 2015
Second Reading: February 24, 2015
Pass: Yes; 15-6
Other:

Resolution 4-15-S Resolution to Support the Creation of a New Parking Structure

PURPOSE: For the Student Government Association of Western Kentucky University to support the implementation of a \$30.00 student fee each semester to fund the construction of a new parking structure on campus.

WHEREAS: Finding a place to park has become an increasingly difficult task for commuters and those living on campus. It causes students to be late to class, disrupts the flow of traffic, and leads to a unpleasant disruption of WKU students' schedules and campus life, and

WHEREAS: Students are already struggling to find a place to park while on-campus, and parking in the future will become undoubtedly even more problematic. As WKU continues to pursue the goal of becoming a "Leading American University with International Reach" the number of students attending WKU is and will only continue to increase. In order to ensure the campus infrastructure will be able to accommodate this continuing influx, more parking spots must be made available on campus, and

WHEREAS: The proposed parking structure will be built on part of what is currently Creason Lot. The Student Government Association recognizes this will potentially cause a temporary unpleasant effect when parking on campus due to construction occurring on Creason Lot and the loss of those current parking spaces. Recognizing this, the Student Government Association foresees a much larger parking problem looming in the future if action is not taken now, and

WHEREAS: During the construction process, the Student Government Association will encourage students to take advantage of the parking spaces located on South Campus, and

WHEREAS: In anticipation of the demolition of Tate Page Hall, the Student Government Association encourages President Ransdell and the Administrative Council to create a temporary student gravel parking lot in its place in order to alleviate some of the parking problems stemming from construction of the proposed parking structure, and

WHEREAS: Throughout the process of planning, developing, and constructing the new parking structure, the Student Government Association encourages President Ransdell and the Administrative Council to continue to pursue alternative and additional funding options in attempt to lower the direct cost imposed on WKU. Such attempts could consist of, but not limited to, perusing state funding, allowing businesses to purchase the rights to hang advertisements in the three existing parking structures and in the new parking structure once completed, etc, and

WHEREAS: If excess revenue is generated President Ransdell and the Administrative Council is encouraged to use the excess revenue to help pay back the bond debt generated by the parking structure faster or use the revenue to buy or lease land around the Main Campus for more parking spots, and

WHEREAS: The Student Government Association has been promised upon the passage of this resolution that the new student fee will have a "Sunset Clause." Immediately upon completion and payback of the bonds used for the construction of the parking structure, the student fee assessed for the purpose of building the parking structure will be removed.

THEREFORE: Be it resolved that the Student Government Association of Western Kentucky University supports the implementation of a \$30.00 student fee each semester to fund the construction of a new parking structure on campus.

AUTHORS: Zach Jones, Brian Chism, and Nathan Cherry

SPONSOR: Campus Improvements

CONTACTS: President Ransdell
Charlie Pride
Dr. Jennifer Tougas
Nicki Taylor



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Board of Regents

**EXECUTIVE
Agenda Items**

April 24, 2015

**Mass Media and Technology Hall
*Cornelius A. Martin Regents Room***

UNIVERSITY'S 2016-2022 SIX-YEAR CAPITAL PLAN

REQUEST:

Acceptance of the University 2016-2022 Six-Year Capital Plan.

FACTS:

Western Kentucky University's 2016-2022 Six-Year Capital Plan will be submitted to the Capital Planning Advisory Board (CPAB) and the Council on Postsecondary Education (CPE) on April 15, 2015.

The CPAB is comprised of members representing all three branches of government and has a responsibility under KRS Chapter 7 A to biennially develop a comprehensive state capital improvements plan and to make funding recommendations to each branch head as to state spending for capital projects. Additionally, CPE will review these capital spending requests and will make recommendations for Postsecondary Education to the Governor and the General Assembly for the 2016-2022 biennial budget.

In the process of developing the Six-Year Capital Plan, we incorporated the priorities contained in our 2014-2020 Master Plan, solicited input from units across the campus and integrated our priorities with the capital priorities for higher education as outlined by CPE. This plan places a focus on restoring the architectural integrity of our campus and emphasizes capital renewal, renovation of existing facilities and upgrading our campus infrastructure. We believe that the top priority projects are reflective of the priorities for WKU and consistent with the direction of postsecondary education in Kentucky.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents approve the Six-Year-Capital Plan.

MOTION:

To approve the 2016-2022 Six-Year Capital Plan for Western Kentucky University.

WKU SIX-YEAR CAPITAL PLAN 2016-2022 BY PRIORITY

	PROJECT TITLE	AMOUNT	STATE BOND	AGENCY BOND	RESTRICTED FUND	FEDERAL/ OTHER
	Biennium 2016-2018 in Priority Order					
	Const New Gordon Ford College of Business and					
1	Renovate Grise Hall	\$ 97,200,000	97.2M			
2	Upgrade Underground Infrastructure	\$ 30,000,000	30.0M			
3	Construct Parking Structure III	\$ 10,000,000		10.0M		
4	Construct South Reg PostSec Ed Ctr (Glasgow)	\$ 11,000,000	11.0M			
5	Renovate Gordon Wilson Hall	\$ 4,000,000	4.0M			
6	Const WKU Owensboro Phase II	\$ 11,000,000	11.0M			
7	Capital Renewal Pool (Maint Pool) 2016	\$ 10,000,000	10.0M			
8	Renovate Garrett Conference Center	\$ 12,000,000			12.0M	
9	Renovate 10,000 SQF Space @ CRD	\$ 2,300,000			2.3M	
10	Upgrade IT Infrastructure	\$ 6,000,000	6.0M			
11	Renovate Helm/Cravens Library	\$ 41,800,000	41.8M			
12	Renovate Ivan Wilson Ph II	\$ 26,100,000	26.1M			
13	Renovate Academic Complex	\$ 27,500,000	27.5M			
14	Renovate Kentucky Building	\$ 17,500,000	17.5M			
15	Design Env Science & Tech Hall Renovation	\$ 2,000,000	2.0M			
16	Renovate Gordon Wilson Hall	\$ 11,600,000	11.6M			
17	Interior Renovation Jones Juggers	\$ 1,000,000	1.0M			
18	Renovate Foundation Building	\$ 1,200,000			1.2M	
19	Design Agriculture Expo Center Renovation	\$ 1,000,000	1.0M			
20	Purchase Property/Parking & Street Improv 2016	\$ 3,000,000			3.0M	
21	Renovate Art Lab/Museum Project	\$ 4,200,000	4.2M			
22	Purchase Property for Campus Expansion 2016	\$ 3,000,000			3.0M	
23	Equipment Pool	\$ 2,500,000			2.5M	
24	Construct Track and Field Facilities PH I	\$ 4,000,000				4.0M
25	Construct Baseball Grandstand	\$ 4,500,000				4.5M
26	Acquire FFE for Diddle Arena	\$ 3,000,000				3.0M
27	Construct Football Pressbox	\$ 5,000,000				5.0M
28	Construct South Plaza	\$ 2,500,000				2.5M
29	Renovate 8,000 SQF Space @ CRD	\$ 2,200,000			2.2M	
30	Add Club Seating @ Diddle Arena	\$ 2,200,000				2.2M
31	Renovate 49,000 SQF Space @ CRD	\$ 12,300,000			12.3M	
32	Renovate Central Steam Plant	\$ 5,100,000	5.1M			
33	Renovate Tate Page Hall	\$ 1,200,000			1.2M	
34	Remove & Replace Student Housing @ WKU Farm	\$ 800,000			800K	
35	Renovate State/ Normal Street Properties	\$ 1,500,000			1.5M	
36	Indoor Practice Facility	\$ 15,000,000				15.0M
37	Renovate Grise Hall Restrooms (ADA)	\$ 930,000			930K	
38	Construct Space for Academic and Retail Program	\$ 2,000,000	2.0M			
39	Multicultural Facility	\$ 10,000,000	10.0M			
40	Construct Science Gallery	\$ 2,500,000				2.5M
41	ESPC 2016-18	\$ 10,000,000				10.0M
	Biennium 2016-2018 Total	\$ 420,630,000				

WKU SIX-YEAR CAPITAL PLAN 2016-2022 BY PRIORITY

			STATE	AGENCY	RESTRICTED	FEDERAL/
	PROJECT TITLE	AMOUNT	BOND	BOND	FUND	OTHER
	Biennium 2018-2020					
1	Renovate Cherry Hall	\$ 13,500,000	13.5M			
2	Parking and Street Improvements 2018	\$ 1,000,000			1.0M	
3	Purchase Property for Campus Expansion 2018	\$ 2,000,000			2.0M	
4	Develop South Lawn	\$ 2,000,000			2.0M	
5	Construct Parking Structure	\$ 20,000,000		20.0M		
6	Expand Student Intramural Recreation Facility	\$ 20,000,000		20.0M		
7	Construct Outdoor Intramural Field Improvements	\$ 1,500,000				1.5M
8	Renovate Service Supply Building	\$ 11,500,000	11.5M			
9	Upgrade Domestic Water & Distribution	\$ 8,800,000	8.8M			
10	Renovate Facilities Mgmt/PS1 Ground Level	\$ 10,800,000	10.8M			
11	Upgrade Sanitary Sewer/Storm Water Lines	\$ 16,100,000	16.1M			
12	Renovate Environmental, Science Technology Hall	\$ 25,400,000	25.4M			
13	Renovate Agriculture Exposition Center	\$ 6,000,000	6.0M			
14	Renovate Industrial Education Building	\$ 5,300,000	5.3M			
15	Expand Center for Research and Development	\$ 12,500,000	12.5M			
16	Construct Track & Field Facilities PH II	\$ 6,000,000				6.0M
17	Construct Kinesiology, Recreation and Sport Facility	\$ 12,000,000	12.0M			
	Biennium 2018-2020 Total	\$ 174,400,000				
	Biennium 2020-2022					
1	Renovate Jones Jagers Facility	\$ 11,400,000	11.4M			
2	Demolish Tate Page Hall	\$ 3,000,000			3.0M	
3	Parking and Street Improvements 2020	\$ 3,000,000			3.0M	
4	Purchase Property for Campus Expansion 2020	\$ 2,000,000			2.0M	
5	Renovate Garrett Conference Center	18,900,000	18.9M			
6	Construct Multi-Purpose Research Office Building	\$ 23,900,000	23.9M			
	Biennium 2020-2022 Total	\$ 62,200,000				
	Grand Total	\$ 657,230,000				

PURCHASE OF 1840 RUSSELLVILLE ROAD PROPERTY

REQUEST:

Authorize the purchase of property located at 1840 Russellville Road.

FACTS:

Student Government Association passed a resolution for a student fee to construct a new parking structure to address the need for student parking. The construction of a garage is, in the short-term, going to decrease the supply of student parking. The availability of 1840 Russellville Road presents the University with an opportunity to address both short-term parking needs and provide a range of additional long-term options that includes future commuter/housing satellite parking, bus parking for events, overflow, and athletic events parking.

Additionally, this location was identified in a Parking and Transportation survey given in October 2014. Over 45% of student respondents suggested Russellville and Morgantown roads as preferred locations for future satellite parking. The survey strongly indicates student's desire and demand for parking located on the west and southwest side of our main campus.

An appraisal was performed on February 15, 2013 and placed the fair market value of the property at \$385,000. A letter provided on March 6, 2015 indicated no change in the fair market value and provided the fair market to be in a range of \$350,000 to \$385,000. The University has secured a contract to purchase the property at \$340,000 pending approval by the Board of Regents.

BUDGETARY IMPLICATIONS:

The University proposes to utilize a capital projects pool held for future parking needs to purchase the property. The construction of the parking lot, bus stop and pull-off, and lighting is estimated at \$375,000 and will be paid from the Department of Parking and Transportation's carry forward funds and its budget for parking lot improvements.

RECOMMENDATION:

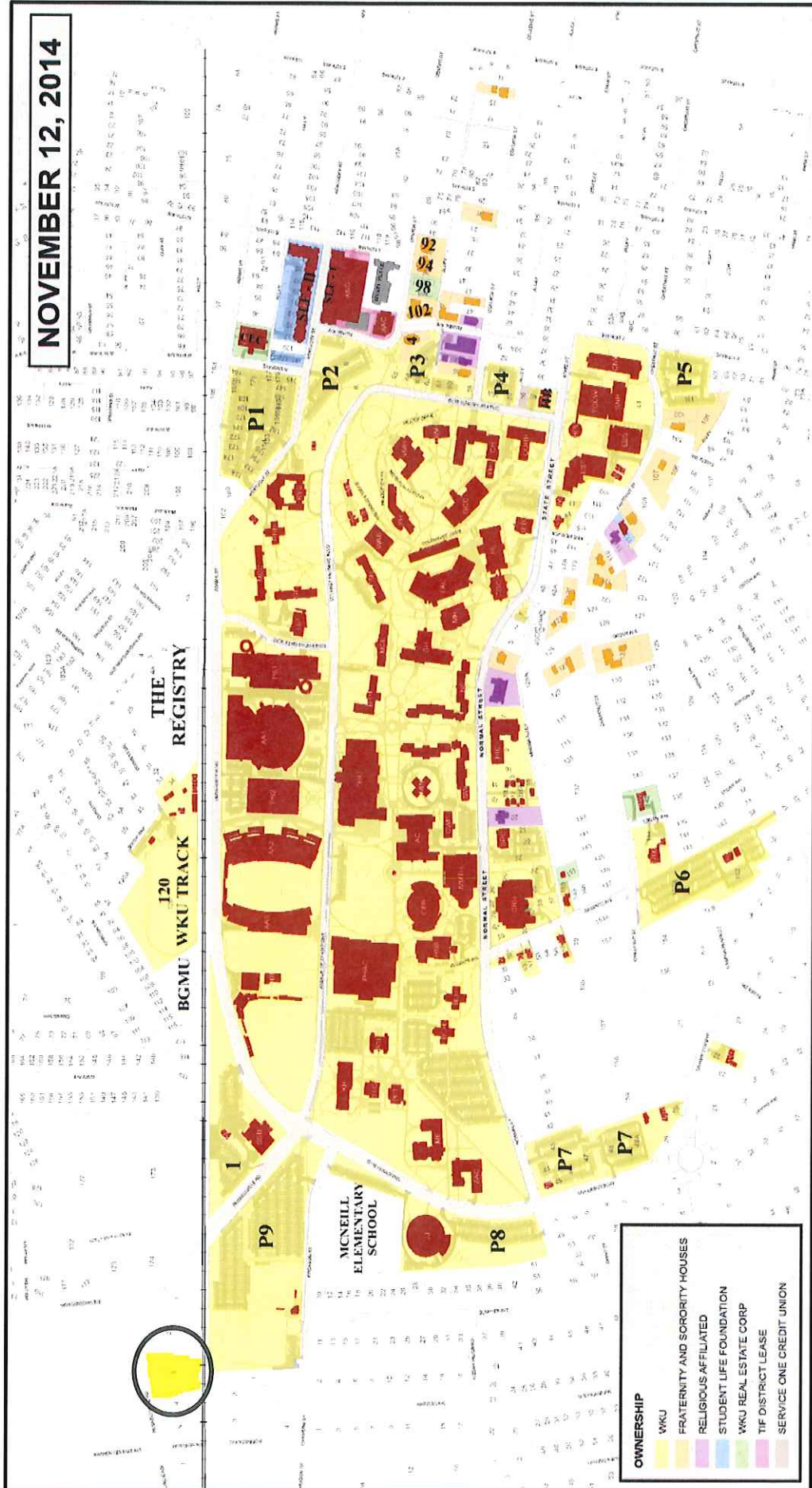
President Gary A. Ransdell recommends that the Board of Regents authorize the purchase of property located at 1840 Russellville Road for \$340,000 plus closing costs.

MOTION:

Approve purchase of property located at 1840 Russellville Road for \$340,000 plus closing costs.

1840 Russellville Road

NOVEMBER 12, 2014



UNIVERSITY PROPERTY
MAIN CAMPUS

WKU Planning, Design
& Construction

Feet 0 250 500 750 1,000
NOVEMBER 12, 2014 EXHIBIT by: JEM

1840 Russellville Road



BROWNING PROPERTY - PARKING LAYOUT OPTION
1840 RUSSELLVILLE ROAD

WKU Planning, Design & Construction

**MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY**

April 24, 2015

• **CALL TO ORDER**

Required statutory notice having been given, the second quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western Kentucky University campus. The meeting was called to order by Chair David Porter at approximately 9:00 a.m., (CDT).

• **ROLL CALL**

The following Regents were present, representing a quorum of the Board:

Mr. J. David Porter, Chair	Mr. Gillard B. Johnson III
Mr. Frederick A. Higdon, Vice Chair	Mr. James Kennedy, Staff Regent
Dr. Phillip W. Bale	Mr. John W. Ridley
Dr. Barbara G. Burch, Faculty Regent	Ms. Nicki Taylor, Student Regent
Dr. Melissa B. Dennison, Secretary	Mr. Laurence J. Zielke
Ms. Cynthia Harris	

Others in attendance included the following:

Dr. Gary A. Ransdell, President
Mr. Howard Bailey, Vice President for Student Affairs
Dr. Randy Capps, Parliamentarian
Dr. A. Gordon Emslie, Provost and Vice President for Academic Affairs
Ms. Julia McDonald, Assistant to the President for Board & Executive Relations
Ms. Ann Mead, Senior Vice President for Finance & Administration
Dr. Brian Meredith, Chief Enrollment & Graduation Officer
Dr. Richard C. Miller, Vice Provost & Chief Diversity Officer
Mr. Bryan Russell, Chief Facilities Officer
Mr. Todd Stewart, Director of Athletics
Ms. Robbin Taylor, Vice President for Public Affairs
Ms. Deborah T. Wilkins, General Counsel

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting to members of the Board.

• **APPROVAL OF MINUTES**

The minutes of the following meetings were presented for adoption

- First Quarterly Meeting – January 23, 2015

MOTION

Motion to approve the minutes of the First Quarterly Meeting held on January 23, 2015, was made by Regent Gil Johnson and seconded by Regent John Ridley.

VOTE / ACTION TAKEN

Approved **Not Approved** **Other** _____

Page numbers reflect where the items are located in the meeting agenda book.

CONSENT AGENDA STATEMENT:

Chair Porter announced that the Committees of the Board met on March 27, 2015, and discussed each item on their respective agendas with the exception of item EX-2. This item is exempt from the consent agenda and shall be discussed and voted on separately.

ACADEMIC AFFAIRS COMMITTEE – ACTION ITEMS

Regent Phillip Bale recommended voting on AA-1 through AA-6, and AA-8 as consent items since they were discussed in detail at the March 27 committee meeting. There were no objections. AA-7 was removed for comments and a separate vote.

- AA-1 Approval of a Graduate Certificate in Psychiatric Mental Health Nurse Practitioner [pp 1-4]
- AA-2 Approval of a Graduate Certificate in Emergency Nurse Practitioner [pp 5-7]
- AA-3 Approval of a Graduate Certificate in Intercollegiate Athletic Administration [pp 8-11]
- AA-4 Approval of a Undergraduate Certificate in Interdisciplinary Patient Navigator [pp 12-16]
- AA-5 Approval of a Minor in Neuroscience [pp 17-20]
- AA-6 Approval of a Minor in Clinical and Community Behavioral Health [pp 21-25]
- AA-8 Approval of Bachelor of Science in Civil, Electrical, and Mechanical Engineering [pp 27-69]

MOTION

Motion to approve items AA-1 through AA-6, and AA-8 was made by Regent Gil Johnson and seconded by Regent Barbara Burch.

VOTE / ACTION TAKEN

Approved **Not Approved** **Other** _____

AA-7 Approval of Emeriti Appointments [p 26]

COMMENTS/DICUSSION:

Regent Barbara Burch commented on each individual receiving faculty emeritus/a status:

- Dr. Ric Keaster, Professor of Education Administration, Leadership and Research, Emeritus
- Mr. Bart White, Professor of the School of Journalism and Broadcasting, Emeritus
- Dr. Mitzi Groom, Professor of Music, Emerita
- Dr. Barry Brunson, Professor of Music, Emeritus

MOTION

Motion to approve item AA-7 was made by Regent Barbara Burch and seconded by Regent Larry Zielke.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

MOTION TO CHANGE ORDER OF AGENDA:

Motion to move the Student Affairs Committee agenda item before the Finance & Budget Committee agenda items was made by Regent Larry Zielke and seconded by Regent Nicki Taylor.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

STUDENT AFFAIRS COMMITTEE – ACTION ITEM

Regent Melissa Dennison stated that item SA-1 was discussed in detail at the March 27 committee meeting. If there are no objections, we will proceed to vote.

There were no objections.

SA-1 Approval of the Student Government Association Resolution Supporting Student Fee for New Parking Structure [pp 1-3]

MOTION

Motion to approve item SA-1 was made by Regent Larry Zielke and seconded by Regent Gil Johnson.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

FINANCE AND BUDGET COMMITTEE – ACTION ITEMS

Regent John Ridley stated that all Finance & Budget agenda items were discussed in detail at the March 27 committee meeting. Are there any items anyone wishes to remove for further discussion?

Regent Barbara Burch: Yes. I would like to pull item FB-5 for further discussion.

Regent John Ridley: Thank you, Regent Burch. With no other objections, we will proceed to vote on agenda items FB-1 through FB-4 as consent items.

- FB-1 Acceptance of the NCAA Agreed-Upon Procedures Report [p 1 and attached report]
- FB-2 Acceptance of the WKYU-TV and WKYU-FM Radio Audits [p 2 and attached reports]
- FB-3 Acceptance of the 2nd Quarter Statement of Revenue and Expenditures [pp 3-4]
- FB-4 Approval of Personnel Actions [p 5 and attached reports]
 - Faculty [pp F1-F29]
 - Staff [pp S1-S20]

MOTION

Motion to approve items FB-1 through FB-4 was made by Regent Larry Zielke and seconded by Regent Gil Johnson.

VOTE / ACTION TAKEN

- Approved with majority of votes / Regent James Kennedy abstained
 Not Approved Other _____

FB-5 Approval of the 2015-16 Tuition and Fees Schedule [pp 6-10]

MOTION

Motion to approve items FB-5 was made by Regent Larry Zielke and seconded by Regent Freddie Higdon.

COMMENTS/DISCUSSION

Regent Burch: I would like to specifically comment about the mandatory student fees. I know that both the Faculty Senate and the SGA passed a Resolution opposing the athletic fee and I would like to be a little more specific as to why. I think we need to look at the athletic fee in a larger context. Seventy percent of the athletic funding that is not foundation supported is subsidized by this university, and that's a considerable amount. I realize that we are in a conference with fourteen other schools but WKU is the third highest of all the subsidies that universities provide, at seventy percent, and I just don't see how we can find a case for subsidizing when everything else on campus is effected by this. When you look at the agenda that was just passed in terms of salary increases and additional payments, there is \$68,000 in salary increases for athletic coaches for next year. At a time when athletics says that the enrollment drop is making it difficult for them to get by, I think taking \$68,000 in increases out of E&G just does not make sense. It singles out this one unit when every department on campus is experiencing cuts with no salary increases. I think this is a priority that takes away from other priorities and it is not a good message to send.

Regent Ridley: Regent Burch, are you saying that we need to look at a decrease in all the student fees?

Regent Burch: No, I'm not asking to decrease the athletic. I am saying that increasing it singles it out for new money at a time when every department on campus is being cut.

Regent Ridley: I would just caution you about using the word "subsidize" because in my own opinion, we need to look at the university as a whole instead of singling out one department against another. Once we start singling out one department vs. another, it becomes a very slippery slope that I would advise against.

Regent Burch: I would agree. I am just suggesting that if we are going to increase that fee then we need to also look at others and not be giving \$68,000 in salary increases.

Mr. Todd Stewart: I want to provide a clarification about the \$68,000. It is not for salary increases, it was a reallocation of funds. We had one position that was not filled and one person left. We reallocated the funds to those individuals listed.

Regent Burch: Todd, I do not want to argue with you but it says "salary increases" on page S-5.

President Ransdell: But it does not list the revenue source. Todd is saying it is a reallocation of funds. That is a long list of personnel actions that the Board just approved and the majority of them are academic.

Regent Johnson: I did a little analysis myself and if you look at the last five years, the athletic department has taken a cut of over \$555,000, so I think they are obviously paying their share. If you look at the overall budget, academics is over 39 percent and athletics is only 5.64 percent. So, if we don't proceed with the way the Finance and Budget Committee originally voted on this, then it can have a very significant impact on the university as a whole.

Regent Kennedy: I realize that this is a very sensitive issue. I view athletics as a tremendous recruiting and advertising vehicle not only for sports but for WKU as a whole. I think it is a wonderful asset that we can work hand-in-hand with our recruitment efforts and I feel that there is a universal gain that contributes to our overall university mission. At our committee meetings last month, I understood it to be that if this fee is not approved that there could be some academic initiatives that could be hindered or hurt. Let's all remember that while they are athletes, they are students first.

VOTE / ACTION TAKEN

Approved with majority of votes / Regent Burch, Regent Harris, and Regent Taylor voted NO
 Not Approved **Other** _____

EXECUTIVE COMMITTEE – ACTION ITEMS

Chair David Porter stated that item EX-2 was not presented at the March 27 committee meeting and shall be discussed and voted on separately. With no objections, we will proceed to vote on item EX-1.

There were no objections.

EX-1 Acceptance of the University's 2016-2022 Six-Year Capital Plan [pp 1-3]

MOTION

Motion to approve EX-1 was made by Regent Phillip Bale and seconded by Regent Gil Johnson.

VOTE / ACTION TAKEN

Approved **Not Approved** **Other** _____

EX-2 Approval of the Purchase of 1840 Russellville Road Property [p 4-6]

MOTION

Motion to approve EX-2 was made by Regent Larry Zielke and seconded by Regent Phillip Bale.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

EXECUTIVE COMMITTEE – INFORMATION ITEMS

- An enrollment report was provided by Dr. Brian Meredith.
 - Chair David Porter stated that the Board has completed the President’s annual evaluation and the compiled report was distributed to each member of the Board. Chair Porter further stated that he reviewed the compiled report with President Ransdell and wishes to thank him for his continued leadership and dedication to WKU.
 - Chair David Porter appointed a Nominating Committee for a recommendation of Board Officers for the 2015-16 term. Regent David Porter, Regent Melissa Dennison, and Regent Cynthia Harris shall serve on the Nominating Committee and report its recommendations to the full Board at the Special Budget Meeting on June 26.
 - A presentation regarding the Higher Ed Funding Model was provided by CPE President, Bob King.
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OTHER BUSINESS

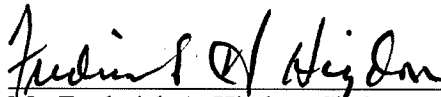
- Commencement ~ May 15-16
 - Finance and Budget Committee Meeting ~ May 29
 - Special Budget Approval Meeting and Committee Meetings ~ June 26
 - Retreat ~ July 23
 - Third Quarterly Meeting ~ July 24
 - Opening Convocation ~ August 21
 - Committee Meetings ~ September 25
 - Governor’s Conference on Postsecondary Education Trusteeship ~ September 28-29
 - Fourth Quarterly Meeting ~ October 23
 - Homecoming ~ November 7
 - Committee Meetings ~ December 11
 - Commencement ~ December 12
-

ADJOURNMENT

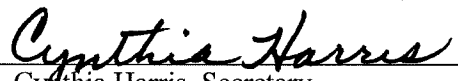
With no further business, Chair Porter adjourned the meeting at approximately 12:05 p.m. (CDT).

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the second quarterly meeting held April 24, 2015, in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).



Mr. Frederick A. Higdon, Chair
WKU Board of Regents
Approved on July 24, 2015



Ms. Cynthia Harris, Secretary
WKU Board of Regents
Approved on July 24, 2015